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# *Child Labor Legislation*

**SCHEDULES OF  
EXISTING STATUTES AND  
THE STANDARD CHILD LABOR LAW  
embodying the best provisions of the most  
effective measures now in force**

## **HANDBOOK 1908**

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\*For the full text of child labor laws existing at the close of the year 1907, see Bulletin of the Bureau of Labor, November, 1907.

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## INTRODUCTION.

This sixth annual issue of the Handbook reveals more clearly than its predecessors the utter lack of adequate protection for working children in the United States. The black list of states and territories recurring in the schedules both shows what remains to be done there, and also indicates that the United States of America, as a nation, fails in its duty to its most defenseless workers.

**The Federal Government.**—The enlightened nations of Europe enact one law for the whole nation, leaving to the local authorities only the duty of enforcement. The Congress of the United States enacts protective measures, for instance, for the benefit of the cotton and glass industries, but leaves to the legislatures the protection of the children in those industries, with the result that some thousands of little boys, in many states, labor all night in glass works, while both little girls and little boys may perfectly legally work all night in cotton mills in several southern states.

The federal government does not even afford up-to-date information concerning the children. The census table given on p. 68 is now eight years old. The publication of this Handbook, year after year, by a volunteer organization, is a standing reproach. Far more appropriately might the Handbook have appeared for twenty years past, as a January bulletin of the Department of Labor or of the Department of Education, or of both in co-operation. The annual report of the Department of Education for 1906, issued April, 1908, is, so far as it deals with compulsory education and child labor laws, obsolete and misleading, a hindrance, not a help, to intelligent action. We need full, consecutive, trustworthy current information concerning the children of our nation. This can be obtained only through a bureau devoted to them which should issue promptly the data gathered by the census and the departments of education and labor, not, as now occurs, years after the figures have lost their chief value and have become ancient history.

A bill still pending before Congress provides for the working children in the District of Columbia. It is given in full in order that every reader of the Handbook may urge upon his or her senator and representative the necessity of voting for it, that the nation's capital may be removed from the black list and may become an example to the rest of the country. See p. 66.

A far more important bill now pending before Congress is the Beveridge child labor bill (see p. 65) which proposes to exclude from interstate commerce products of all mines and factories which employ children under the age of fourteen years. This bill marks an epoch in the history of federal legislation. For the first time, the principle is embodied in a proposed law that children in Georgia, Florida or Alabama have the same right to childhood as children in Oregon or Illinois, that the nation accepts the task of safeguarding its future citizens against overwork in childhood, as it already protects consumers against the transportation of poisons and adulterations in their foodstuffs.

**Child Illiteracy.**—The present confusion of state laws inflicts cruel neglect upon children in states having least legislation. In 1900, 13 states had 510,678 illiterate children between the ages of 10 and 14 years, compared with 69,269 such children in the remaining 39 states. The states having this large share of illiterate children were Missouri, Indian Territory, Kentucky, Arkansas, Virginia, Texas, Tennessee, Mississippi, North Carolina, South Carolina, Louisiana, Georgia, Alabama. (See p. 68 Census Table).

In view of the approaching census of 1910 it is, therefore, of especial interest to note the present laws of these states eight years after the facts were recorded in the Census of 1900. Indian Territory has been merged in Oklahoma, Kentucky and Missouri have adopted measures which reasonably approach the Standard Child Labor Law. As to the remaining states the following items are suggestive:

Alabama—(66,072 illiterate children 10 to 14 years of age in 1900) permits work at the twelfth birthday, no compulsory education law, no documentary proof of age, accepts affidavit of parent or guardian and sets no daily limit within the period of 13 working hours, 6 a. m. to 7 p. m.

Georgia—(63,329 illiterate children 10 to 14 years of age in 1900) allows orphans and children of widows or disabled fathers to be employed in cotton mills at 10 years, other children at 12 years, no documentary proof of age, accepts affidavit of parent or guardian, no compulsory education law. No officials for inspection.

Louisiana—(55,691 illiterate children 10 to 14 years of age in 1900). Boys may work at 12, girls at 14 years, no documentary proof of age, no educational requirement, no closing hour, no compulsory education law.

South Carolina—(51,536 illiterate children 10 to 14 years of age in 1900). No age limit for orphans and children of widows or disabled fathers, no age limit in June, July and August for children who have attended school 4 months in the year and can read and write. All children may work in cotton mills at 12 years, no documentary proof of age, accepts affidavit of parent or guardian. Only children under 12 years are forbidden to work between 8 p. m. and 6 a. m. No compulsory education law, no special officials for inspection.

North Carolina—(51,190 illiterate children 10 to 14 years of age in 1900). Children may work at 13 years in cotton mills, no documentary evidence of age, accepts affidavit of parent or guardian, no educational requirement, no compulsory education law, sets no daily limit of hours within period of 15 working hours, 5 a. m. to 8 p. m. Children under 18 years may be employed 66 hours in the week.

Mississippi—(44,334 illiterate children 10 to 14 years of age in 1900). Children may work at 12 years of age, no documentary proof of age, accepts affidavit of parent or guardian, no compulsory education law.

Tennessee—(36,375 illiterate children 10 to 14 years of age in 1900). No documentary proof of age, affidavit of parent or guardian accepted, no educational requirement, no compulsory education law, no closing hour, children may work 62 hours in one week (61 hours after January 1, 1909, 60 hours after January 1, 1910), no daily limit of hours.

Texas—(35,491 illiterate children 10 to 14 years of age in 1900). Children who can read and write may work at 12 years, no proof of age, no compulsory education law. Children under 14 years of age may be exempted on grounds of poverty from educational requirement of reading and writing. No daily limit of hours within the period of 12 working hours 6 a. m. to 6 p. m.

Virginia—(34,612 illiterate children 10 to 14 years of age in 1900). Children may work at 12 years until March 1, 1909, thereafter at 13 until March 1, 1910, thereafter at 14 years, orphans and children of invalid parents continuing to work at 12 years. No proof of age, no educa-

tional requirement, no compulsory education law, no closing hour, after fourteenth birthday for any child, and no daily limit of hours for boys over 14.

**Arkansas**—(26,972 illiterate children 10 to 14 years of age in 1900). Allows orphans and children of widowed mothers or disabled fathers to work at 12 years, allows children of any age to work without any restriction at canneries for the preservation of fruits or vegetables, no compulsory education law, no officials for inspection of factories or other places where children are employed.

**How Laws are Weakened.**—Attention is called to certain principles which should be avoided in framing new laws and amending old ones.

Attendance at an evening school by working children under the age of sixteen years should never be prescribed or tolerated. Unfortunately, the night school requirement is now in force in seven states.

The early escape from school leaves large numbers of children free to work too young. Thus Alaska and ten states have no compulsory school attendance law. In Maryland compulsory attendance ends at the twelfth birthday in Baltimore and Alleghany County, and there is none elsewhere in the state; in Rhode Island it ends at the thirteenth birthday, and in fifteen states at the fourteenth. Nineteen states prescribe compulsory attendance to the age of 16 years.

In states where there are no officials for inspection there is no enforcement.

No state maintains a sufficient staff of officials for the protection of its children. Inspectors insufficient in number cannot enforce the law, however faithful and competent they may be. Money for salaries, traveling and legal expenses is needed. Small appropriations (in some cases none whatever) indicate hostility to enforcement.

The method of issuing working papers may contribute largely to weaken laws. Certain states place the issuance of "working papers" in the hands of the factory inspectors. It is, however, the duty of inspectors to inspect, and to prosecute violations of the law. Everything which calls them away from the continuous performance of these duties is an injury to the service. The appropriate officials for issuing "working papers" are the local boards of health, in co-operation with the local boards of education. Notaries public and factory inspectors should be, in all cases, debarred from issuing "working papers," and factory inspectors should be kept strictly to the tasks of inspection and prosecution. Faithfulness and skill on the part of officials who issue working-papers are as important as the same qualities in inspectors and truant officers.

**Exemptions and Omissions.**—Certain industries have hitherto obtained exemptions for which there is no tenable basis. Thus, in Pennsylvania the glass industry has retained the privilege of employing boys of 14 years all night, while other employers are restricted to nine o'clock. The messenger service is very commonly omitted from child labor laws and the District of Columbia and 21 states have no age limit for messenger boys.

In Arkansas, Delaware, Iowa, Maine, Maryland, Wisconsin, canneries are exempted from the provisions of the law. This is particularly injurious for the children, because the busy season in this industry falls in the months of excessive heat, rendering work particularly exhausting. California exempts all agricultural, horticultural, viticultural or domestic labor during the time the public schools are not in session or during other than school hours. This makes it possible to require children to do an unlimited day's work in addition to going to school, irrespective of their age.

In every state in which domestic labor is exempted, a premium is placed upon work at home, and the sweating system is fostered.

Many child labor laws are seriously weakened by exemptions of classes of children who most need protection. Such are orphans, children of widowed mothers or disabled fathers, and those exempted by reason of poverty. This last term is so elastic as to amount, in many cases, to complete nullification of the intent of the statute.

**Adult Delinquency Law.**—Colorado strengthens its child labor and compulsory education laws by means of its adult delinquency law. This affords such valuable protection to telegraph and messenger boys and many other classes of young workers that it is given in full on p. 62 in the hope that all the states may adopt it as Illinois, Nebraska, Wisconsin and other states have already done.

**Recent Gains.**—The greatest gain in recent years is the rapidly lengthening list of states, Colorado, Illinois, Nebraska, New York, Ohio, Wisconsin (applying to cigar factories) having the 8 hours day for children under 16 years, in connection with the spreading movement for early closing.

No law affords real protection against nightwork—the greatest menace to the children—unless it fixes a definite end of the working day. This is also the only way to enforce laws restricting hours of labor by the day and by the week. Without a closing hour, all such restrictions are shams.

At the time this goes to press, the District of Columbia bill has passed the Senate with some amendments and is likely to be enacted into law. Full information as to the final outcome of the bill may be obtained by writing to the National Consumers' League, 105 East 22d St., New York, or to Dr. J. H. Harris, Secretary of the District of Columbia Child Labor Committee, 1736 G St., Washington, D. C.

## SCHEDULE A—AGE LIMIT

**The Age Below Which Child Labor is Prohibited** varies from sixteen to ten years. The number of employments prohibited also varies greatly—from all employment during school hours to mine work only. Obviously the states which prohibit child labor in several occupations have more effective legislation than those which prohibit it in only one or two, even though the age limit be the same.

Eleven states prohibit work to the sixteenth birthday in either mines or specific occupations injurious to health, or both. These are, for mines, New York, Oklahoma, Pennsylvania (inside anthracite mines) Texas; for specific occupations, Kentucky, Minnesota, Missouri, Ohio, Wisconsin; for both, Illinois and Montana. Montana includes any mine, mill, smelter, factory, steam, electric, hydraulic or compressed air railroad, elevator, or place where any machinery is operated, any telegraph and telephone office or messenger, or any occupation not enumerated above, known to be dangerous or unhealthful.

Kentucky, Minnesota, Missouri, Ohio and Wisconsin have adopted the list of dangerous employments prohibited by Illinois in 1903. In addition, Ohio prohibits employment to 16 years in dipping, dyeing or packing matches, manufacture or packing explosives, and for girls, manufacture or packing tobacco. Wisconsin prohibits all employment to 16 years in any tobacco warehouse, cigar or other factory where tobacco is manufactured or prepared.

South Dakota prohibits employment to the fifteenth birthday in factory, mine, hotel, laundry, elevator, bowling alley, theatre.

Thirteen states prohibit employment under 14 years of age in stores, factories and one or more of the following places of employment: offices, laundries, hotels, theatres, bowling alleys, bakeries. Six states prohibit employment in stores and factories, while 11 states limit their prohibition to factories only. Eighteen states prohibit employment of children in mines to 14 years.

For the first time, the states which do not set an age limit for the telegraph and telephone service are separately listed. Sixteen states prohibit employment in the messenger service under 14 years, with certain exceptions in vacation; one state (Maryland) under 12 years. Washington prohibits employment of girls under 19 in the messenger service, Wisconsin to 18 years.

The District of Columbia and 21 states set no age limit for messengers.

New Hampshire and Vermont are the only remaining northern states which keep the 12 year age limit in factories (in vacation). The importance of this lies in the fact that these states have cotton mills employing children, and in practice such employment is never perfectly limited to vacation.

Georgia alone, among all the states, retains 10 years as the age limit for orphans or children of widowed mothers or disabled fathers.

South Carolina, alone, sets no age limit whatsoever for orphans or children of widowed mothers or disabled fathers.

Arkansas, California, Delaware, Iowa, Louisiana, Maine, Maryland and Wisconsin have laws protecting certain classes of children, but permit exemptions of an unusually wholesale character—leaving the children unprotected in canneries, an industry in which the hours of labor inevitably tend to become irregular and exhaustingly long. This list is longer than last year by the addition of Arkansas and Maine. Kentucky, on the contrary, in its new statute has abolished the exemption which was formerly made in favor of the tobacco industry. Every exemption is an injury to the children who are permitted to work and to the effectiveness of the law. It is also fundamentally unjust.

The District of Columbia, Nevada and 2 territories have no age limit.

The prominence of the District of Columbia as containing the capital of the nation, and the fact that many children are employed there as messengers and in the street trades, make it particularly desirable that the District should speedily be removed from the list of states which have no age limit.

### **Group I.—Age Limit for Employment, 16 Years**

Illinois—In mines, in specified dangerous operations, in preparing compositions involving use of dangerous acids, or in manufacture of paints, colors or white lead.

Kentucky—Same as Illinois, excepting mines.

Massachusetts—18 years, in manufacture of acids (upon complaint and after investigation by State Board of Health.)

Minnesota—Same as Kentucky.

Montana—In any mine, mill, smelter, factory, steam, electric, hydraulic or compressed air railroad, elevator, or place where any machinery is operated, any telegraph and telephone office or as messenger, or any occupation not enumerated above, known to be dangerous or unhealthful.

Missouri—Same as Kentucky.

New York—In mines and quarries.

Ohio—Same as Kentucky and in addition job or cylinder printing presses operated by power other than foot; dipping, dyeing or packing matches; manufacturing, packing or storing powder, dynamite, nitroglycerine, compounds, fuzes or other explosives. For girls under 16, assorting, manufacturing or packing tobacco.

Oklahoma—In mines.

Pennsylvania—*Inside* anthracite mines.

Texas—In mines or distilleries.

Wisconsin—Same as Kentucky, and in addition, any tobacco warehouse, cigar or other factory where tobacco is manufactured or prepared, machines used in picking wool, cotton, hair or any upholstering material, paperlacing machinery, leather burnishing machinery.

### **Group II.—Age Limit for Employment, 15 Years**

South Dakota—In any factory, mine, hotel, laundry, elevator, bowling alley, theatre or in any place where liquors are sold, or as a messenger thereof.

### **Group III.—Age Limit for Employment, 14 Years**

California (except children over 12. For exemptions see p. 38. Applies also to apartment houses and restaurants.)

Idaho (except children over 12 years in vacation. Applies also to apartment houses. Does not apply to theatres or bowling alleys)

Illinois

Iowa (applies also to slaughter or packing-houses; not to hotels, theatres, bowling alleys)

Indiana (applies also to bakeries and renovating works; not to hotels, theatres, bowling alleys)

Kentucky (applies also to restaurants and apartment houses)

Michigan [tants]

Missouri (applies only to cities of more than 10,000 inhabitants)

Nebraska

New York (applies also to apartment houses)

Ohio (applies also to all "establishments")

Pennsylvania (applies to all places except those needing domestic, coal mining, or farm labor)

Wisconsin (except children over twelve in vacation; for exemptions see p. 39)

2. In factories or stores.	Connecticut Massachusetts North Dakota (during school hours) Oregon (except in vacation; for exemptions see p. 39) Rhode Island Washington (for exemptions see p. 39)
3. In factories.	Arkansas (except orphans or children of widows or disabled fathers) Colorado (for exemptions see p. 38) Delaware (except children of widows, employment in canneries or manufacture of fruit or berry baskets) Kansas (applies also to packing houses) Louisiana (applying to girls in a city of more than 10,000 inhabitants) Maine Minnesota New Jersey Tennessee Texas (if illiterate) Wisconsin (includes bowling alleys)
4. In messenger service.	California (excepting children over 12 in vacation) Idaho (excepting children over 12 in vacation) Illinois Kentucky Maryland (12 years) Michigan [tants) Missouri (applies only to cities of more than 10,000 inhab- Nebraska New York Ohio Oregon (excepting children over 12 in vacation) Pennsylvania [hours) Vermont (12 years in vacation; 15 years during school Washington (19 years for girls; boys between 14 and 19 years must have permit from judge of juvenile court) Wisconsin (18 years for girls; boys 12 years in vacation)
5. In mines.	Arkansas (to 16 years if illiterate) Colorado (includes smelters; coal mines to 16 if illiterate) Idaho (except children over 12 in vacation) Indiana (includes quarries) Iowa Kansas Kentucky Minnesota Missouri (to 16 years if illiterate) North Dakota (during school hours) Ohio (15 years in school term, 14 years in vacation) Oregon Pennsylvania ( <i>outside</i> anthracite mines) Tennessee Utah (includes smelters) Washington (12 years <i>outside</i> mines) Wisconsin Wyoming

### **Group III. (Continued)—Age Limit for Employment, 14 Years**

**6. In all employment during school hours.**

{ Arizona  
California (to 16 unless literate or certificate of attendance at night school is presented)  
Colorado (unless signed certificate of school attendance is presented)  
Connecticut  
District of Columbia  
Idaho (to 16, if illiterate)  
Illinois  
Kentucky  
Massachusetts  
Minnesota (to 16 unless employment certificate is presented)  
Missouri (unless age certificate is presented)  
Montana (unless age and schooling certificate is presented; 16 years if illiterate)  
Nebraska  
New Hampshire (to 16 if illiterate)  
New York  
North Dakota (except when employed by parent or guardian or unless certificate of 12 weeks' school attendance is presented)  
Ohio (16 years, unless age and schooling certificate is presented)  
Oregon  
South Dakota (to 15 years) [is presented]  
Vermont (to 16 years unless certificate of 9 years' schooling)  
Washington (to 15 years unless certificate from school superintendent is presented stating that eighth grade has been completed or stating other sufficient reason)  
West Virginia  
Wisconsin

### **Group IV.—Age Limit for Employment, 13 Years**

North Carolina (except apprentices)

**i. In stores or factories.**

{ California (in vacation or if parent is disabled)  
Maryland (applies also to offices, hotels, apartment houses, restaurants or other establishments or business, except in 19 counties from June 1 to October 15)  
West Virginia (in vacation)

	Alabama
	Arkansas (applies to orphans or children of disabled fathers or widowed mothers)
	Florida (applies also to bowling alleys)
	Georgia (except orphans or children of disabled fathers or widowed mothers) [inhabitants]
	Louisiana (applying to boys in cities of more than 10,000)
	Mississippi
2. In factories.	New Hampshire (out of school hours)
	North Dakota (14 years during school hours)
	South Carolina (except orphans and children of widows or disabled fathers. For exemptions see p. 40)
	Texas (if able to read and write)
	Vermont (out of school hours and in vacation. In school term, 16 years unless certificate of 9 years' school attendance is presented to employer. Applies also to quarries, railroads and messenger service)
	Virginia (13 years after March 1, 1909; 14 years after March 1, 1910, in stores, factories and mines.).
	Alabama
3. In mines.	Florida (includes quarries)
	Maryland (14 years if illiterate)
	North Carolina
	North Dakota (14 years during school hours)
	Pennsylvania (bituminous mines)
	South Carolina
	Virginia
	West Virginia (in vacation)

#### Group VI.—Age for Employment, 10 Years

1. In factories.	Georgia (orphans or children of widowed mothers or disabled fathers)
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#### Group VII.—Some Specific Exemptions

Arkansas	Preservation of fruits or vegetables during vacation.
California	All agricultural, horticultural or viticultural work or domestic labor in vacation or out of school hours.
Delaware	All canneries, manufacture of fruit and berry baskets and applying to all children of widows.
Florida	Household or agricultural work.
Louisiana	Domestic or agricultural laborers or industries.
Maine	Manufacture of materials or products which are perishable and require immediate labor to prevent decay or damage. Provided that inspector shall on complaint investigate sanitary conditions, hours of labor and other conditions detrimental to children, and if in his judgment such exist, he may, in conjunction with municipal officers, prohibit employment of children until conditions are removed.
Maryland	Farm labor, and all employment in the counties, between June 1 and October 15.
Pennsylvania	All domestic and farm labor.
Rhode Island	All agricultural pursuits or household service.
South Carolina	Applying in June, July and August to all children who have attended school four months in the year and can read and write.
Wisconsin	Farming or other out-door occupation not dangerous to life or limb.

### Group VIII.—No Age Limit for Messengers

Alabama	Hawaii	Nevada	South Carolina
Alaska	Indiana	New Jersey	Tennessee
Arkansas	Kansas	New Mexico	Texas
Delaware	Louisiana	North Carolina	Utah
District of Columbia	Maine	Oklahoma	Virginia
Florida	Mississippi	Rhode Island	Wyoming
Georgia			

### Group IX.—No Age Limit Whatsoever

District of Columbia (except during school hours)	New Mexico
Hawaii	South Carolina (applying to orphans and children of widowed mothers or disabled fathers)
Nevada	

## SCHEDULE B—HOURS OF LABOR

The Most Significant Schedule in this year's Handbook is the new one showing states which prohibit more than 8 hours employment in one day.

The new Ohio law is the most enlightened and humane, since it includes girls to the 18th birthday.

For purposes of enforcement the New York law is particularly good. The period during which work is permitted, 8 a. m. to 5 p. m., is but nine hours, and the time prescribed for the noonday meal is sixty minutes. Violations are therefore obviously easier to detect than in states in which the working period falls within wider limits.

Six states limit employment to 9 hours in one day and 54 in one week:—California, Delaware, Florida, Idaho, Missouri, and New York (applying to children under 16 in stores and as messengers).

Twenty-four states restrict work to 10 hours in one day and either 55, 58 or 60 hours in one week.

Five states, Alabama, Georgia, North Carolina, Pennsylvania and Tennessee allow more than 10 hours work in one day, viz:

Alabama permits 60 hours in one week, but sets no daily limit of hours in the 13-hour period between 6 a. m. and 7 p. m. for all minors under 18 in factories.

North Carolina permits 66 hours in one week, and sets no daily limit of hours in the 15-hour period between 5 a. m. and 8 p. m., for all minors under 14 in factories.

Pennsylvania permits 12 hours in 24 (10 hours between December 5 and 25) and 60 in one week for women and minors under 16 in all gainful occupations.

Tennessee permits 62 hours in one week (61 hours after January 1, 1909, 60 hours after January 1, 1910) and sets no other limit of hours whatsoever by day or by night.

Those states which fail to restrict the hours of labor allowed in one *week* as well as in one *day* invite the possibility of seven days' labor. In Washington, for example, women and girls may not only work ten hours at night, they may do this every night, including Sunday.

### **Work at Night is Effectively Restricted to the 16th Birthday in 18 States.**

Twelve states set an early closing hour for children under 16 years, New York fixing 5 p. m.; Michigan, Ohio, Oregon and Wisconsin 6 p. m., and Alabama, Idaho, Illinois, Kentucky, Minnesota, Missouri and New Jersey (in stores) fixing 7 p. m. Of these, the Ohio law is the most comprehensive, since it includes girls to the 18th birthday.

Two states, Indiana and Pennsylvania, prohibit employment of girls at night under 16 years. Pennsylvania specifically authorizes employment of boys over 14 years in order to prevent waste or destruction of material in process of manufacture, while Indiana has no prohibition of nightwork for boys.

Children have no positive immunity from night work unless the hours are explicitly stated between which it is unlawful to employ them. Obedience to laws forbidding night work is assured only when a legal closing hour is set. This is especially true in the messenger service, the glass industry, retail stores and textile trades which employ children generally at night, unless specifically prohibited after a definite hour.

The District of Columbia, 4 territories and 20 states fail to prohibit work at night after a definite closing hour.

The sinister feature of this list is the presence of Connecticut, Delaware, Indiana, Louisiana, Maine, Maryland, New Hampshire, Tennessee and West Virginia, all of them important manufacturing states having industries in which children are employed.

Arkansas, California, Delaware, Iowa, Louisiana, Maine and Wisconsin exempt large numbers of children from any restriction of hours in canneries and fruit-preserving establishments.

The District of Columbia, 3 territories and 6 states,—Kansas, Nevada, Oklahoma, Washington (applying to boys), West Virginia and Wyoming,—have no time limit whatsoever.

### **Group I.—Work at Night Prohibited**

#### **A—MINORS OVER 16 YEARS**

From 6 P. M.—7 A. M. Ohio..... Girls under 18 years in all gainful occupations (boys under 16 years).

6 P. M.—6 A. M. Massachusetts.... Minors under 18 years in textile mills (and all women).

7 P. M.—7 A. M. New Jersey..... Minors under 18 in bakeries

9 P. M.—5 A. M. Pennsylvania .... Minors under 18 in bakeries

9 P. M.—6 A. M. New York..... Girls under 21 in factories.

10 P. M.—7 A. M. New York..... Girls under 21 in stores.

10 P. M.—6 A. M. { Massachusetts.... Minors under 18 years in all other manufacture (and all women).  
Indiana..... Girls in factories (and all women).  
Nebraska..... Girls over 16 years in factories, stores, hotels, and restaurants (and all women).

#### **B—CHILDREN UNDER 16 YEARS**

5 P. M.—8 A. M. New York..... In factories.

{ Ohio..... Boys in all gainful occupations.

Oregon..... In all gainful occupations.

Wisconsin..... In all gainful occupations except newsboys who may work between 4 and 6 a. m. and 4 and 8 p. m., and children between 14 and 16 in stores who may work to 9 p. m.

6 P. M.—7 A. M. { Michigan..... In factories.

## B—CHILDREN UNDER 16 YEARS (CONTINUED)

7 P. M.—7 A. M.	Illinois.....	In all gainful occupations.
	Kentucky.....	In all gainful occupations.
	Minnesota.....	In all gainful occupations (to 10 p. m. on Saturdays and for 10 days before Christmas).
	Missouri.....	In all gainful occupations. Applies only to cities of more than 10,000 inhabitants.
	New York.....	In mercantile establishments in New York City and Buffalo.
7 P. M.—6 A. M.	New Jersey.....	In mercantile establishments except one day in the week to 9 p. m., and between Dec. 15 to 25 to 10 p. m.
	Alabama.....	In factories (children between 16 and 18 may be employed 8 hours between said hours).
	Mississippi.....	In factories
8 P. M.—6 A. M.	Nebraska.....	In factories, stores, offices, hotels, laundries, theatres, packing houses, beet fields or as messengers.
	Rhode Island.....	In factories or stores except in stores on Saturdays and for 4 days before Christmas.
8 P. M.—5 A. M.	Washington.....	In bakeries.
After 8 P. M.	Vermont.....	In factories, mines, quarries, railroads or as messengers.
9 P. M.—7 A. M.	Wisconsin.....	In stores
9 P. M.—6 A. M.	Iowa.....	In factories, stores, mines, laundries or packing houses.
	Pennsylvania.....	In all gainful occupations (except boys over 14 in certain industries who may work not more than 9 hours at night).
	Idaho.....	In all gainful occupations
9 P. M.—5 A. M.	Missouri.....	In bakeries.
10 P. M.—7 A. M.	New York.....	In mercantile establishments except in New York City and Buffalo.
10 P. M.—6 A. M.	California.....	In factories, stores, offices and laundries.

## C—CHILDREN UNDER 14 YEARS

6 P. M.—7 A. M.	Virginia.....	In factories and mines.
6 P. M.—6 A. M.	Texas.....	In factories.
7 P. M.—6 A. M.	Massachusetts....	In all gainful occupations.
	Arkansas.....	In factories.
	Georgia.....	In factories.
8 P. M.—5 A. M.	North Carolina....	In factories.
After 8 P. M.	Massachusetts....	In street trades.
After 10 P. M.	New York.....	Newsboys in cities of 1st and 2d class.

#### D—CHILDREN UNDER 12 YEARS

- 8 P. M.—6 A. M. South Carolina... In factories.  
9 P. M.—6 A. M. Florida..... In all gainful occupations.

#### Group II.—No Closing Hour At Night

Alaska	Louisiana	North Dakota
Arizona	Maine	Oklahoma
Colorado	Maryland	South Dakota
Connecticut	Montana	Tennessee
Delaware	Nevada	Utah [bakeries]
District of Columbia	New Hampshire	Washington (except)
Hawaii	New Jersey (except in stores)	West Virginia
Indiana (applying to boys)	New Mexico	Wyoming
Kansas		

#### Group III.—The 8-Hour Day

- 8 in 24 48 in one week....Ohio..... Girls under 18, boys under 16, in all gainful occupations.  
8 in 24 48 in one week....Illinois..... Children under 16 in all gainful occupations.  
8 in 24 48 in one week....Nebraska..... Children under 16 in all gainful occupations.  
8 in 24 48 in one week....New York..... Children under 16 in all factories.  
8 in 24 48 in one week....Wisconsin..... Minors under 18 in cigar manufacture  
8 in 24 ..... Colorado..... All children under 16 years in stores, factories or any occupations injurious to health in the discretion of the county judge. (For exceptions see p. 39.)

- 8 in 24 { Arizona.....  
          Colorado.....  
          Montana.....  
          Missouri.....  
          Nevada.....  
          Oklahoma.....  
          Oregon.....  
          Utah.....  
          Wyoming..... } All persons in mines.

#### Group IV.—The 9-Hour Day

- 9 in 24 54 in one week....California..... All children under 18 years in factories and stores or other place of labor. (See p. 40.)  
9 in 24 54 in one week....Delaware..... Children under 16 in factories.  
9 in 24 54 in one week....Florida..... Children under 12 in all occupations.  
9 in 24 54 in one week....Idaho..... Children under 16 in all gainful occupations.  
9 in 24 54 in one week....Missouri..... Children under 16 in all gainful occupations. (In cities of more than 10,000 inhabitants.)  
9 in 24 54 in one week....New York..... Children under 16 in stores and as messengers.

### Group V.—The 10-Hour Day

- 10 in 24 55 in one week....New Jersey.....Children under 16 in factories.
- 10 in 24 55 in one week....Wisconsin.....Children under 16 in all gainful occupations (except to save perishable goods from damage).
- 10 in 24 58 in one week....Massachusetts....Minors under 18 in stores and factories (and all women. For exemptions see p. 40.)
- 10 in 24 58 in one week....Rhode Island.....Children under 16 in factories (and all women. For exemptions see p. 40.)
- 9.40 in 24 58 in one week...New Hampshire..Minors under 18 in factories (and all women. For exemptions see p. 40.)
- 10 in 24 58 in one week....Connecticut.....Children under 16 in stores and factories (and all women. For exemptions see p. 40.)
- 10 in 24 58 in one week....Mississippi .....Children under 16 in factories.
- 10 in 24 60 in one week....New York.....Minors 16 to 18 in factories (includes all women). Girls 16 to 21 in stores. (For exemptions see p. 39).
- 10 in 24 60 in one week ...Louisiana.....Minors under 18 in factories, dressmaking or millinery establishments. (Includes women.)
- 10 in 24 60 in one week....South Carolina...All operatives in cotton and woolen mills. (For exemptions see p. 40.)
- 10 in 24 60 in one week....Michigan.....Minors under 18 in stores and factories (and all women. For exemptions see p. 40.).
- 10 in 24 60 in one week....Indiana.....Girls under 18, boys under 16 in stores, factories, laundries, renovating works, bakeries, printing offices. (For exemptions see p. 40.)
- 10 in 24 60 in one week....Maine.....Girls under 18, boys under 16 in factories. (For exemptions see p. 40.)
- 10 in 24 60 in one week....Nebraska.....Girls over 16 years in factories, stores, hotels or restaurants (and all women.)
- 10 in 24 60 in one week....  
Kentucky....  
Minnesota....  
Oregon.....} Children under 16 in all gainful occupations.
- 10 in 24 .60 in one week....Iowa.....Children under 16 in factories, stores, mines, laundries and packing houses.
- 10 in 24 60 in one week....Arkansas.....Children under 14 in factories.
- 10 in 24 ... .....{ North Dakota  
South Dakota } Minors under 14 in factories.

## **Group VI.—Over 10 Hours in One Day**

Hours.	
11 in 24	66 in one week... Georgia..... All operatives in cotton and woolen mills.
	62 in one week.... Tennessee..... Women and minors under 16 years in factories. (After Jan. 1, 1909, not more than 61 hours; after Jan. 1, 1910, not more than 60 hours.)
12 in 24	66 in one week.... North Carolina... Minors under 18 in factories. 60 in one week.... Pennsylvania...—Women and minors under 16 in all gainful occupations. (10 hours in one day, between Dec. 5 and 24 in mercantile establishments.)
13 in 24	60 in one week.... Alabama..... Children under 14 in factories.

#### **Group VIII.—Some Specific Exemptions**

## Arkansas—Preservation of fruits or vegetables during vacation.

**California**—All agricultural, horticultural or viticultural work or domestic labor in vacation or out of school hours.

Delaware—All canneries, manufacture of fruit and berry baskets and applying to all children of widows.

Florida—Household or agricultural work

Iowa—Employment in husking sheds or other places connected with canning factories where vegetables or grain are prepared for canning and in which no machinery is operated.

Louisiana—Domestic or agricultural laborers or industries.

**Maine**—Manufacture of materials or products which are perishable and require immediate labor to prevent decay or damage. Provided that inspector shall on complaint investigate sanitary conditions, hours of labor and other conditions detrimental to children, and if in his judgment such exist, he may in conjunction with municipal officers prohibit employment of children until conditions are removed.

**Pennsylvania**—All domestic and farm labor. Boys over 14 years may work 9 hours at night where material in process of manufacture requires application of manual labor to prevent waste or destruction of said material.

## Rhode Island—All agricultural pursuits.

**South Carolina**—Applying in June and July and August to all children who may have attended school 4 months in the year and can read and write.

Wisconsin—To save perishable goods from serious damage.

#### **Group VIII.—No Time Limit Whatsoever**

**Alaska**      **Nevada**      **Washington (applying to boys)**  
**District of Columbia**      **New Mexico**      **West Virginia**  
**Hawaii**      **Oklahoma**      **Wyoming**  
**Kansas**

## SCHEDULE C—COMPULSORY SCHOOL ATTENDANCE

**In Respect to Compulsory Attendance Laws** the points to be noted are:

1. The age to which attendance is required, which varies from sixteen to twelve years (in Maryland).

2. The length of the annual period of attendance, which varies from the whole school year to twelve weeks.

3. Officers and penalties for enforcement (see p. 54).

The District of Columbia and 40 states and territories require school attendance during some part of the school year.

Among the states having child labor laws, Rhode Island is the last state which permits children to leave school for work at 13 years, Maryland at 12 years.

The most effective means of preventing illegal employment of children is compulsory school attendance throughout the entire period during which employment is prohibited. Twenty-nine states now have this requirement. If the law prohibits children from working under a certain age, it should require them to be in school to that age, during the entire school term of each year, not a valueless period of a few weeks, but eight months at least. In states where children under the legal age of employment are not obliged to be in school all the year, complications in the enforcement of the child labor law invariably arise, because it is easy for parents to send their children to work under the legal age.

Alaska and 9 states have no compulsory education laws, viz., Alabama, Florida, Georgia, Louisiana, Mississippi, South Carolina, Tennessee, Texas and Virginia.

Exemptions from the compulsory education laws are granted in many states for one or more of the following reasons:

Physical or mental disability.

Private instruction.

Distance from school (over two or three miles).

Poverty. In a few states free clothing or other aids are granted on account of poverty.

### Group I.—Attendance Compulsory to 16, if Unemployed

Arizona—If illiterate, 6 months, 20 weeks to be consecutive.

Colorado—Entire school year (exemptions granted to children over 14 if "necessarily employed," or if they have completed the eighth grade; illiterates under 16 must attend day or night school, whether employed or not).

Connecticut—Entire school year, 36 weeks.

Idaho—Entire school year. Exemptions granted to children over 14 if "necessarily employed" or if they have completed the eighth grade.

Illinois—Entire school year, not less than 110 days.

Maryland—Entire school year (applies only to Baltimore and Alleghany County).

Massachusetts—Entire school year, at least 160 days, if illiterate.

Michigan—Entire school year. Exemptions may be granted to children over 14 for poverty or if they have completed eighth grade.

Minnesota—Entire school year.

Missouri—Entire school year (applies to cities of 500,000 inhabitants or over).

Montana—Entire school year (illiterates under 16 must attend day school, whether employed or not).

Nebraska—Entire school year in city and metropolitan city school districts.

New Mexico—Twelve weeks.

New York—Entire school year between October and June.

Ohio—Entire school year.

Oklahoma—At least 3 months.

Oregon—Entire school year.

Pennsylvania—Entire school year (unless local school-board votes to accept 70 per cent of school year).

Wisconsin—Entire school year unless eighth grade of the public schools or equivalent has been completed.

### Group II.—Attendance Compulsory to 15

Hawaii.

Kansas—Entire school year (children over 14 who can read and write English and are "necessarily employed," need attend school only 8 weeks annually).

Maine—Entire school year.

Nebraska—Two-thirds of entire school year, not less than 12 weeks, in other than city and metropolitan city school districts, unless employed.

Rhode Island—Entire school year (if unemployed).

Vermont—28 weeks at least.

Washington—Entire school year, unless first eight grades of public schools are completed.

### Group III.—Attendance Compulsory to 14

Arizona—6 months, 20 weeks to be consecutive. (To 16, if illiterate.)

Arkansas—12 weeks, 6 to be consecutive.

California—Entire school year. (Exemptions granted by courts to children over 12 necessarily employed.)

Colorado—Entire school year. (To 16, unless employed.)

Connecticut—Entire school year. Attendance required to 16, if school committee decides child of 14 has not sufficient schooling to be employed.

Delaware—At least 5 months. Each school district may reduce session to not less than 3 months.

District of Columbia—Entire school year.

Idaho—Entire school year (to 16, unless employed.)

Illinois—Entire school year, at least 110 days (to 16, unless employed.)

Indiana—Entire school year.

Iowa—16 weeks.

Kentucky—Entire school year.

Massachusetts—Entire school year (to 16, unless employed.)

Michigan—Entire school year (to 16, unless employed.)

Minnesota—Entire school year (to 16, unless employed; exemptions may be granted to children "necessarily employed".)

Missouri—Not less than one-half of entire school year. In cities of over 500,000 inhabitants entire school year. To 16, unless employed or excused for poverty or graduated from common schools.

Montana—Entire school year, at least 16 weeks (to 16, unless employed.)

Nebraska—Entire school year in city districts, to 16 if unemployed; two-thirds of school year in other districts, to 15 if unemployed. Attendance at night school may be required.

Nevada—16 weeks, at least 8 to be consecutive.

New Hampshire—Entire school year (to 16, if illiterate.)

New Jersey—Entire school year.

New Mexico—12 weeks (to 16, unless employed.)

New York—Entire school year (between October and June. To 16, unless employed).

North Dakota—Entire school year (exemptions may be granted to children necessarily employed.)

Ohio—Entire school year, not less than 32 weeks. (To 16, unless employed.)

Oregon—Entire school year. (To 16, unless employed.)

### **Group III. (Continued)—Attendance Compulsory to 14**

Pennsylvania—Entire school year, unless local school board votes to accept 70 per cent of year. (To 16, unless employed or if illiterate.)

South Dakota—Entire school year; district board may decrease required term to not less than 16 weeks, 12 of which must be consecutive.

Utah—20 weeks.

West Virginia—Entire school year, 20 weeks.

Wisconsin—Entire school year, 8 months (to 16, if not employed.)

Wyoming—First six months of session. (Exemptions granted for poverty.)

### **Group IV.—Attendance Compulsory to 13**

Rhode Island—Entire school year (to 15, unless employed.)

### **Group V.—Attendance Compulsory to 12**

Maryland—Entire school year (to 16, unless employed; applies only to city of Baltimore and Alleghany County.)

North Carolina—Law does not go into effect until voted by the county; does not apply to 11 counties; to 14 years if unemployed.

Virginia.

### **Group VI.—No Attendance Laws**

Alabama

Alaska

Florida

Georgia

Louisiana

Mississippi

South Carolina

Tennessee

Texas

## SCHEDULE D—EDUCATIONAL REQUIREMENT FOR EMPLOYMENT

**An Educational Requirement** before children can be legally employed is found in states having the best child-labor laws.

Such a requirement is a good reinforcement both of the age limit and compulsory attendance law, since it assures that ignorant, feeble-minded and sub-normal children shall not work after mere perfunctory presence in school to the prescribed birthday. The educational requirement foils those parents who perjure themselves as to the age of the child, or offer other fraudulent evidence of age. This test applies to the child itself and is correspondingly beneficial. It consists either of the completion of a specified curriculum, ability to read and write (English not always specified), a certain amount of school attendance or all three.

Eight states, Colorado, Kentucky, Michigan, Minnesota, Nebraska, New York, Oregon and Vermont, require to a certain age, proof of the completion of a specified curriculum before employment. This requirement is particularly valuable in securing immunity from labor and the privilege of school attendance for illiterate immigrant children. In these states children of 14 years may not work, even though able to furnish proof of age, unless they have a fixed minimum of education, as proved by their signed school record.

Four other states, Idaho, Ohio, Montana and Washington, also require completion of a curriculum before employment, but fail to require definite signed proof of compliance with the requirement.

Sixteen states require school attendance for a specified length of time in the year before employment.

Nineteen states prohibit outright the employment of children who cannot read and write English.

Massachusetts requires children to read at sight and write intelligibly simple sentences in English, enough for admission to the fourth grade.

Arkansas, Connecticut, Georgia, Illinois and Wisconsin do not specify in what language children must be able to read and write. Michigan requires English only if children have been in the United States over three years.

Seven states (California, Colorado, Connecticut, Illinois, Maryland, Nebraska and New Hampshire) accept night-school in lieu of day-school attendance. For children under the age of sixteen years this is an injurious requirement, detrimental alike to health and education.

The District of Columbia, 4 territories and 16 states have no educational requirement for children seeking employment.

**Group I.—Children May Not Be Employed Unless They Have Completed a Specified Curriculum**

**A. Requirement of School Record Signed by Authorities of School Attended by Child.**

Colorado—Required between 14 and 16 years, written permit from superintendent of public schools, excusing child from school attendance if child has completed the eighth grade.

Kentucky—Required under 16 years, school record signed by principal or chief executive officer of school attended, certifying that child has received during required period of attendance, instruction in reading, spelling, writing, geography and is familiar with fundamental operations of arithmetic up to and including common fractions. Provided that if affidavit of applicant for employment certificate is filed, showing that diligent effort was made to obtain school record and that it cannot be obtained, person authorized to issue certificate may issue it without school record, but shall examine applicant as to his or her proficiency in each of the studies mentioned above.

Michigan—Required between 14 and 16 years, diploma of graduation from eighth grade of the public schools.

Minnesota—Required under 16 years, school record signed by principal of school attended, or if there is none, by teacher of child certifying that child has received instruction during required period of attendance in reading, spelling, writing, English grammar, geography and arithmetic up to and including fractions.

Nebraska—Required under 16 years, school record signed by teacher and principal of school attended, stating amount of work completed by child measured by grade of the public school (eighth grade required).

New York—Required under 16 years, school record signed by principal or chief executive officer of school attended, certifying that child has received during the required period of attendance, instruction in reading, spelling, writing, English grammar, geography and arithmetic up to and including fractions.

Oregon—Required under 16 years, school record signed by superintendent of schools or by a person authorized by him in writing, or where there is no superintendent of schools, by a person authorized by board of school directors; provided that no member of a board of school directors or other person authorized as aforesaid shall have authority to approve certificate for any child then in or about to enter his own employment, or employment of a firm or corporation of which he is a member, officer or employee. School record certifying that child has received instruction in subjects same as in New York (see above).

Vermont—Required under 16 years, certificate from town superintendent of schools, to be deposited with employer, to the effect that child has completed course of nine years.

Wisconsin—Required under 16 years, diploma of graduation from eighth grade of the public schools.

**B. Requirement of "Satisfactory Proof" (Not Signed School Record).**

Idaho—Required under 16 years, affidavit of parent or guardian certifying that child can read at sight and write legibly simple sentences in English, has received instruction in spelling, English grammar and geography and is familiar with fundamental operations of arithmetic up to and including fractions or has similar attainments in another language.

**Montana**—Required under 16 years, "satisfactory proof" given to person authorized to issue age and school certificate, that child has successfully completed required studies, viz., reading, spelling, writing, English grammar, geography, physiology and hygiene, and arithmetic.

**Ohio**—Required under 16 years, same as in Montana (see above).

**Washington**—Required under 15 years, for employment in school term, certificate made by or under direction of the board of school directors, stating that child has "attained a reasonable proficiency in the common school branches for the first 8 years as outlined in the course of study in the common schools in the State of Washington."

**Group II.—Children May Not Be Employed Unless They Have Attended School for a Specified Time Before Employment**

**Alabama**—Required under 14 years, school attendance at least 8 weeks, in every year of employment, after January 1, 1909.

**Arkansas**—Required under 14 years, school attendance for 12 weeks of year preceding employment, six of which shall be consecutive; at the end of each year until child has passed public school age, certificate certifying attendance shall be furnished.

**Delaware**—Required under 16 years, certificate signed by teacher or teachers of such child, that child has attended, within 12 months immediately preceding such employment, some public day or night school, or some well-recognized school; such attendance having been 5 days or evenings every week during a period of at least 12 consecutive weeks, which may be divided into two terms of 6 consecutive weeks if arrangement of school term will permit.

**Georgia**—Required under 18 years, affidavit of parent or guardian, certifying that child has attended school 12 weeks of preceding year, 6 of which shall be consecutive; under 14 years, same school attendance required, 12 weeks to be consecutive.

**Kentucky**—Required under 16 years, statement in school record that child has regularly attended public schools or schools equivalent thereto or parochial schools for not less than 100 days during school year previous to his arriving at 14 years, or during year previous to his applying for such school record.

**Minnesota**—Required under 16 years, statement in school record that child has, in year previous to applying for school record, regularly attended public, parochial or private school as required by law.

**Missouri**—Required under 14 years, for employment in school hours, certificate from superintendent or teacher of school last attended, stating that child attended not less than one-half entire time school was in session.

**Nebraska**—Required under 16 years, statement in school record that child has regularly attended public schools, or schools equivalent thereto, or parochial schools, not less than three-fourths of school year previous to arriving at age of 14 years, or during year previous to applying for school record.

**New York**—Required under 16 years, statement in school record, that child has regularly attended public schools or schools equivalent thereto, or parochial schools, for not less than 130 days, during school year previous to his arriving at age of 14 years, or during year previous to his applying for such school record.

**Group II. (Continued)—Children May Not Be Employed Unless They Have Attended School for a Specified Time Before Employment**

- North Carolina—Required under 13 years, written statement of parent that child has attended school 4 months in the preceding 12 months.
- North Dakota—Required under 14 years, certificate from superintendent of schools or from clerk of school board stating that child has attended school for 12 weeks during the year as required.
- Oregon—Required under 16 years, statement in school record, certifying that child has regularly attended public schools or school equivalent thereto, for not less than 160 days during school year previous to arriving at age of 14 years, or during year previous to applying for such record.
- South Dakota—Required under 14 years, for employment during school term, certificate from superintendent of schools or clerk of school board stating that child has attended school for a period of 12 weeks during the year as required.
- South Carolina—Children may be employed at any age in June, July and August, if they present certificates of 4 months' school attendance and ability to read and write.
- Vermont—Required under 16 years, certificate signed by town superintendent of schools, stating that child has completed 9 years' course.
- Washington—Required under 15 years (except in vacation), statement in school certificate that child has in the 12 months next preceding employment, attended school entire school year.

**Group III.—Children May Not Be Employed Unless They Can Read and Write English**

- Arkansas—Required to 16 years for employment in mines, to 14 years for factories (English not specified).
- Georgia—To 14 years (after January 1, 1908; English language not specified).
- Idaho—To 16 years, for employment in school hours.
- Indiana—To 16 years (unless blind, and except for employment in vacation).
- Kentucky—To 16 years.
- Michigan—To 16 years (English language not required, unless child has been three years in United States, before employment).
- Massachusetts—To 16 years (except Saturdays in stores between 7 a. m. and 6 p. m. for minors between 14 and 16 years). Ability required sufficient to enter fourth grade.
- Minnesota—To 16 years.
- Missouri—To 16 years (for employment in mines).
- Montana—To 16 years (for employment during school hours).
- Nebraska—To 16 years.
- New York—To 16 years.
- Ohio—To 16 years.
- Oregon—To 16 years.
- Pennsylvania—To 16 years.
- South Carolina—Children may be employed at any age (in June, July and August) if they present certificates showing school attendance for 4 months during the year, and ability to read and write.
- Texas—To 16 years (exemptions granted to children between 12 and 14 years on account of poverty).
- Washington—To 15 years.
- Wisconsin—To 16 years (English not required).

**Group IV.—Children Who Cannot Read and Write English May Not Be Employed  
Unless They Attend Day or Night School During Employment**

California—Required to 16 years, for employment during school hours.

Colorado—To 16 years.

Connecticut—To 16 years (English language not specified).

Illinois—To 16 years (English language not specified). Illiterates under 16 may not be employed at all, in any town or city where there are no evening schools, or while evening schools are not in session.

Maryland—To 16 years.

Nebraska—To 16 years, unless eighth grade is completed.

New Hampshire—To 21 years.

New York—Boys between 14 and 16 employed in New York City and Buffalo must show certificate of graduation from elementary school or must attend night school 6 hours a week during 16 weeks.

Ohio—To 16 years.

**Group V.—No Educational Requirement**

Alaska

Arizona

District of Columbia

Florida

Hawaii

Iowa

Kansas

Louisiana

Maine

Mississippi

Nevada

New Jersey

New Mexico

Oklahoma

Rhode Island

South Carolina (except in vacation)

Tennessee

Utah

Virginia

West Virginia

Wyoming

## SCHEDULE E—WORKING PAPERS; CERTIFICATES OF AGE AND SCHOOLING

No child labor law is enforceable unless it provides for working papers and a reliable proof of age.

Nineteen states require documentary proof of age. Twelve states give the issuance of papers to school authorities, six states to labor or factory inspection departments. Illinois and Wisconsin include judges.

In New York working papers are issued by the health authorities. Since the New York law includes in its requirements the best minimum of education, physical ability, and satisfactory proof of age, the New York provisions concerning employment certificates are given in detail.

The importance of obtaining proof of age is ignored in the 16 states which accept the affidavit of parent or guardian, unsupported by further proof. This is worthless as a proof of age and places a premium on perjury. School records are valuable for additional verification of age, but the most reliable sources of information are transcripts of birth certificates, certificates of baptism or passports.

Since the last edition of the Handbook was issued, 5 states, Kentucky, Minnesota, Missouri, Montana and Nebraska have greatly widened the scope of their requirements for working papers.

The District of Columbia, 4 territories and 14 states require no proof of age.

In 12 states, Delaware, Indiana, Kentucky, Michigan, Minnesota, Missouri, Nebraska, New Jersey, New York, Ohio, Oregon and Wisconsin, the factory inspectors may demand a certificate of physical fitness from some regular or county physician in the case of young persons who may seem physically unable to perform the labor at which they may be employed, and shall have the power to prohibit the employment of any minor that cannot obtain such a certificate. In Kentucky, Nebraska, New York and Ohio, the physical fitness of a child apparently 14 years old is determined by a medical officer of the board or department of health.

### Group I.—Documentary Proof of Age Required

#### a.—WORKING PAPERS ISSUED BY HEALTH AUTHORITIES.

**New York**—Required under 16, employment certificate issued by the commissioner of health or executive officer of board or department of health of city, town or village where child resides or is to be employed, or by such other officer thereof as may be designated by such board, department or commissioner for that purpose, upon application of parent, guardian or custodian of child desiring employment.

Such officer not to issue certificate until he has received, examined, approved and filed the following papers, duly executed, viz., school record of child properly filled out and signed as provided in this article; also, evidence of age showing that child is fourteen years old or upwards, which shall consist of evidence thereof provided in one of the following subdivisions of this section and which shall be required in order herein designated as follows:

(a) *Birth certificate*: Duly attested transcript of birth certifi-

cate filed according to law with a registrar of vital statistics or other officer charged with duty of recording births, which transcript shall be conclusive evidence of age of child.

- (b) *Certificate of graduation:* Certificate of graduation duly issued to child showing that child is a graduate of a public school of the State of New York or elsewhere, having a course of not less than eight years, or of a school in the State of New York other than a public school, having a substantially equivalent course of study of not less than eight years' duration, in which record of attendance of child has been kept as required by compulsory education law, provided that record of school shows child to be at least fourteen years of age.
- (c) *Passport or baptismal certificate:* Passport or duly attested transcript of certificate of baptism showing date of birth and place of baptism of child.
- (d) *Other documentary evidence:* In case it shall appear to the satisfaction of officer to whom application is made, as herein provided, for employment certificate, that a child for whom certificate is requested, and who has presented school record, is in fact over fourteen years of age, and that satisfactory documentary evidence of age can be produced, which does not fall within any provisions of preceding subdivisions, and that none of the papers mentioned in said subdivisions can be produced, then and not otherwise he shall present to board of health of which he is an officer or agent, for its action thereon, a statement signed by him showing such facts, together with affidavits or papers as may have been produced before him constituting such evidence of age of child, and board of health, at a regular meeting thereof, may then, by resolution, provide that such evidence of age be fully entered on the minutes of board, and shall be received as sufficient evidence of age of child for purpose of this section.
- (e) *Physicians' certificates:* In cities of the first class only, in case application for issuance of an employment certificate be made to such officer by a child's parent, guardian or custodian who alleges inability to produce any evidence of age specified in preceding subdivisions, and if child is apparently at least fourteen years of age, such officer may receive and file an application signed by parent, guardian or custodian of child for physicians' certificates. Such application to contain alleged age, place and date of birth, and present residence of child, together with such further facts as may be of assistance in determining age of child. Such application to be filed for not less than ninety days after date of application for physicians' certificates, for an examination to be made of statements contained therein, and in case no facts appear within period or by such examination tending to discredit or contradict any material statement of application, then, and not otherwise, officer may direct child to appear thereafter for physical examination before two physicians officially designated by board of health, and in case such physicians certify in writing that they have separately examined child and that in their opinion child is at least fourteen years of age, officer shall accept such certificates as sufficient proof of age of child for the purposes of this section. In case opinions of physicians do not concur, child to be examined by a third physician and the concurring opinions to be conclusive for the purpose of this section as to age of child.

New York—(Continued)

Such officer to require evidence of age specified in subdivision (a) in preference to that specified in any subsequent subdivision, and not to accept evidence of age permitted by any subsequent subdivision unless he shall receive and file in addition thereto affidavit of the parent showing that no evidence of age specified in any preceding subdivision or subdivisions of this section can be produced. Such affidavit to contain age, place and date of birth, and present residence of child, which affidavit must be taken before officer issuing employment certificate, who is hereby authorized and required to administer such oath and who shall not demand or receive a fee therefor. Such employment certificate not to be issued until child further has personally appeared before and been examined by officer issuing certificate, and until such officer shall, after making examination, sign and file in his office a statement that child can read and legibly write simple sentences in English and that in his opinion child is fourteen years of age or upwards and has reached normal development of a child of its age, and is in sound health and is physically able to perform work which it intends to do. In doubtful cases physical fitness to be determined by a medical officer of board or department of health. Every such employment certificate to be signed in presence of officer issuing same, by child, in whose name it is issued.

*School Record, what to contain:* School record required to be signed by principal or chief executive officer of school which child has attended and to be furnished on demand to a child entitled thereto or to board, department or commissioner of health. To contain statement certifying that child has regularly attended public schools or schools equivalent thereto or parochial schools for not less than one hundred and thirty days during twelve months next preceding his fourteenth birthday, or during twelve months next preceding application for school record and is able to read and write simple sentences in English, has received during such period instruction in reading, spelling, writing, English grammar and geography and is familiar with fundamental operations of arithmetic up to and including fractions. Such school record also to give date of birth and residence of child as shown on records of school and name of its parents or guardian or custodian.

*Registry of children employed.* Each person owning or operating a factory and employing children therein to keep, or cause to be kept in office of factory, register, in which shall be recorded name, birthplace, age and place of residence of all children so employed under age of sixteen years. Such register and certificate filed in such office to be produced for inspection upon demand of commissioner of labor.

The commissioner of labor may make demand on an employer in whose factory a child apparently under 16 years is employed or permitted or suffered to work, and whose employment certificate is not then filed as required, that employer shall either furnish him within ten days, evidence satisfactory to him that child is in fact over 16 years of age, or shall cease to employ or permit or suffer child to work in such factory. The commissioner of labor may require from such employer same evidence of age of child as is required on issuance of employment certificate.

b.—WORKING PAPERS ISSUED BY SCHOOL AUTHORITIES.

California—Required between 14 and 16, age and schooling certificate approved only by superintendent of schools of city or county or by a person authorized by him, or by local school trustees. This certificate not to be approved unless satisfactory evidence is furnished by last school census, certificate of birth or baptism of such child or public register of birth or in some other manner, that child is of age stated. A duplicate of each age and schooling certificate granted to be filed with the county superintendent of schools. Certificate as to birthplace and age of child to be signed by parent or guardian, or if not living, by child himself. All employers of minors between 14 and 16 must keep record of names, age and residences of such minors.

Connecticut—Required between 14 and 16, certificate of age, signed by town clerk of town where child was born or by a teacher of school which child last attended, or by person having custody of register of said school. If child was not born in the United States, state board of education may investigate, and if child appears to be over 14 years may grant certificate as evidence of age. Parent or guardian of child shall state under oath to secretary or agent of state board of education, date of birth of child, and shall present any family record, passport or other documentary evidence which board may require to show age of child.

Illinois—Required between 14 and 16 years, age and school certificate approved by superintendent of schools or by a person authorized by him in writing.

An age and school certificate not to be approved unless satisfactory evidence is furnished by last school census, certificate of birth or baptism of such child, register of birth of such child with a town or city clerk, or by records of public or parochial schools, that such child is of the age stated in certificate: Provided, That in cases arising wherein above proof is not obtainable, parent or guardian of child shall make oath before the juvenile or county court as to age of such child, and court may issue to such child an age certificate as sworn to.

The age and school certificate of a child under 16 years of age not to be approved and signed until he presents to person authorized to approve and sign same, a school attendance certificate, as prescribed, duly filled out and signed. A duplicate of such age and school certificate to be filled out and to be forwarded to state factory inspector's office. The employment and age and school certificates to be separately printed and filled out, signed and held or surrendered as indicated in prescribed forms. Registers must be kept recording name, age and place of residence.

Kansas—Required between 14 and 16 years, certificate of age signed by members of school board, principal or teacher in district where child resides. When impossible to obtain such certificate, sworn statement of parent or guardian required.

Kentucky—Required between 14 and 16 years (after September 1, 1908, school record after September 1, 1909) employment certificate issued only by the superintendent of schools or by a person authorized by him in writing, or, where there is no superintendent of schools, by person authorized by school committee: provided that no member of school committee or other person authorized as aforesaid shall have authority to approve such certificate for any child then in or about to enter his own employment, or employment of a firm or corporation of which he is a member, officer or employee.

Kentucky--(Continued)

Person authorized to issue employment certificate not to issue such certificate until he has received, examined, approved, and filed the following papers duly executed: (1) School record of child properly filled out and signed as provided in this article. (2) Passport or duly attested transcript of certificate of birth or baptism or other religious record, showing date and place of birth of such child. Duly attested transcript of birth certificate filed according to law with a registrar of vital statistics, or other officer charged with duty of recording births, to be conclusive evidence of age of child. (3) Affidavit of parent or guardian or custodian of a child, which shall be required, however, only in case last mentioned transcript of certificate of birth be not produced and filed, showing place and date of birth of child; which affidavit must be taken before officer issuing employment certificate, who is hereby authorized and required to administer such oath, and who shall not demand or receive a fee therefor.

Employment certificate not to be issued until child's father has personally appeared before and been examined by officer issuing certificate, and until officer shall, after making examination, sign and file in his office a statement that child can read and legibly write simple sentences in English and that in his opinion child is fourteen years of age or upwards and has reached normal development of a child of its age, and is in sound health and is physically able to perform the work which it intends to do. In doubtful cases such physical fitness to be determined by a medical officer of the board or department of health or by the county physician. Every such employment certificate to be signed, in presence of officer issuing same, by child in whose name it is issued.

School record required to be signed by principal or chief executive officer of school which child has attended and to be furnished, on demand, to a child entitled thereto. To contain statement certifying that child has regularly attended public schools or schools equivalent thereto or parochial schools for not less than one hundred days during school year previous to his arriving at fourteen years or during year previous to applying for such school record and is able to read and write simple sentences in English, and has received during such period instruction in reading, spelling, writing and geography and is familiar with fundamental operations of arithmetic up to and including common fractions. School record also to give age and residence of child as shown on records of school and name of its parent or guardian or custodian. Provided, That upon filing with person authorized to issue employment certificates, of affidavit of applicant or of parent, guardian or custodian, showing that diligent effort has been made to obtain school record hereby required and that it cannot be obtained, then person authorized to issue certificate may issue certificate without having received school record, but it shall be his duty, in such case, to examine applicant as to his or her proficiency in each of studies mentioned in this section; and in such case employment certificate shall show that examination was had in lieu of filing of school record.

Massachusetts—Required under 16, age and schooling certificate approved by superintendent of schools or by a person authorized in writing by him or by school committee. Employers to keep two complete lists of all minors employed under 16, one on file and one conspicuously posted near principal entrance of building in which such children are employed, and

also keep on file and send to superintendent of schools or to school committee a complete list of names of all minors employed who cannot read at sight or write legibly simple sentences in the English language.

Employment certificate to be approved only by superintendent of schools or by a person authorized by him in writing, or if there is no superintendent of schools, by a person authorized by school committee; no member of a school committee or other person authorized as aforesaid shall approve certificate for any minor then in or about to enter his own employment, or employment of a firm or corporation of which he is a member, officer or employee.

An age and schooling certificate not to be approved unless satisfactory evidence is furnished by last school census, certificate of birth or baptism of such minor, or register of birth of such minor with a city or town clerk, that such minor is of age stated in certificate, except that other evidence under oath may be accepted in case superintendent or person authorized by school committee, decides that neither last school census, nor certificate of birth or baptism, nor register of birth is available for the purpose. The age and schooling certificate of a minor under 16 years of age not to be approved and signed until he presents to the person authorized to approve and sign it an employment ticket duly filled out and signed. A duplicate of each age and schooling certificate to be filled out and kept on file by school committee. The employment ticket and age and schooling certificate to be separately printed, filled out, signed and held or surrendered, as indicated in forms prescribed.

No certificate to be approved by any person for a minor under 16 years of age, who intends to be employed in a factory, workshop, or mercantile establishment, unless such person is satisfied that minor is able to read at sight and write legibly simple sentences in English—required for admission to fourth grade.

**Minnesota**—Required for children under 16 years for employment in school term, employment certificate issued by superintendent of schools or by some one authorized by him or where there is no superintendent, by chairman of the school board or someone authorized by him, provided that no one shall have authority to issue such certificates for any child in or about to enter his employment.

Such officer not to issue certificate until he has received, examined, approved and filed the following papers:

- (1) School record of child, properly filled out and signed as provided in this act. (2) Duly attested transcript of birth certificate filed according to law with officer charged with duty of recording births, which shall be conclusive evidence of the birth of child. (3) Affidavit of parent or guardian or custodian of child, showing place and date of birth, but such affidavit shall not be required unless the last mentioned transcript of certificate of birth cannot be produced; which affidavit must be taken before officer issuing employment certificate, who is hereby authorized and required to administer such oath and shall not demand or receive a fee therefor. Such employment certificate not to be issued until child has personally appeared before and been examined by officer issuing the same until such officer shall, after making an examination, make and retain for inspection by the public, a statement that in his opinion, child is 14 years of age or upwards and has reached

**Minnesota—(Continued)**

normal development of a child of its age and is in sound health and physically able to perform work which it intends to do. In doubtful cases, physical unfitness to be determined by medical officer of board or department of health. Every such employment certificate to be signed in presence of officer issuing same, by child in whose name it is issued; provided, however, that employment certificate herein provided for shall be issued only to such children as : (1) Those whose poverty or that of their families renders it necessary for them to work for their support or that of their families; (2) Those who can produce required school record.

**Nebraska**—Required for children under 16 years, employment certificate issued by superintendent of schools or by person authorized by him in writing, or where there is no superintendent of schools, by person authorized by school district officers provided that no one have authority to issue certificate for child in or about to enter his employment.

Such officer not to issue certificate until he has received, examined, approved and filed the following papers duly executed: (1) School record of child, properly filled out and signed, showing that child has completed work of eighth grade of the public schools, or its equivalent, or is regularly attending night school. (2) A passport, or duly attested transcript of certificate of birth or baptism, or other religious or official record, showing date and place of birth of child. Duly attested transcript of birth certificate filed according to law with a registrar of vital statistics, or other officer charged with duty of recording births, to be conclusive evidence of the age of such child. (3) Affidavit of parent, or guardian, or custodian of child, to be required, however, only in case none of documents mentioned in clause two (2) of this section can be produced and filed, showing place and date of birth of child; affidavit to be taken before officer issuing employment certificate.

Such employment certificate not to be issued until child has personally appeared before, and been examined by, officer issuing certificate and until officer shall, after making examination, sign and file in his office statement that child can read and legibly write simple sentences in English and that, in his opinion child is fourteen years of age, or upwards, and has reached normal development of a child of its age, and is in sound health and is physically able to perform work which it intends to do. In doubtful cases physical fitness to be determined by medical officer of board or department of health, or by physician provided by state board of inspection.

Whenever person authorized to issue employment certificate is in doubt about age of child, he may require party or parties making application for certificate to appear before judge of juvenile court, or county judge, where age of child shall be determined, and judgment of the court shall be final and binding upon person issuing certificate. Notice of hearing before court to be given to some one of persons mentioned in section two authorized to demand inspection of employment certificates. Every employment certificate to be signed in presence of officer issuing same by child in whose name it is issued.

Any truant officer, state commissioner of labor, or his deputies, or any member of state board of inspection may make demand on any employer in whose place of business a child apparently under age of sixteen years, is employed, and whose employment certificate is not filed as required, that such employer shall either furnish him within ten days, evidence satisfactory to him that child is in fact over sixteen

years of age, or shall cease to employ child. Same evidence of age of child may be required from such employer as is required on issuance of employment certificate; employer furnishing such evidence shall not be required to furnish any further evidence of age of child. In case such employer shall fail to produce and deliver to truant officer, state commissioner of labor, or deputy state commissioner of labor, or member of state board of inspection, within ten days after demand for same, such evidence of age of child as may be required under provisions of this act, and shall thereafter continue to employ child, proof of giving of notice and of failure to produce and file such evidence shall be *prima facie* evidence, in any prosecution brought for a violation of this section, that child is under sixteen years of age and is unlawfully employed.

Ohio—Required between 14 and 16 years, age and schooling certificate, approved only by superintendent of schools or by a person authorized by him, or by clerk of board of education. This certificate not to be approved unless satisfactory evidence of age is furnished by last school census, certificate of birth or baptism, or in some other manner, that said child is of age required, and that he has successfully completed studies required in the Revised Statutes of Ohio, or can read and write legibly the English language.

Employer to keep record of name, birthplace, date of birth and place of residence of every boy between 14 and 16 years, and every girl between 14 and 18 years.

Any child working in or in connection with any of aforesaid establishments, or in distribution or transmission of merchandise or messages, who appears to inspector of workshops and factories to be under legal age, or who refuses to give to inspector his or her name, age and place of residence, shall be forthwith conducted by inspector to office of judge of juvenile or probate court for examination. If inspector is in doubt as to physical fitness of a boy under sixteen years of age, or a girl under eighteen years of age found working in or in connection with any of aforesaid establishments, or in the distribution or transmission of merchandise or messages, he shall require a certificate signed by medical officer of board of health certifying that child is of sound health and physically able to perform work or service he or she is required to do, and every such health certificate shall be signed by child in whose name it is issued in presence of officer issuing same, and which examination shall be made and certificate issued without any expense whatever to child.

Oregon—Required between 14 and 16 years, age and schooling certificate executed, issued, and approved only by superintendent of schools, or by a person authorized by him in writing, or by board of school directors. This certificate not to be approved unless satisfactory evidence is furnished by last school census, duly attested transcript of certificate of birth or baptism or other religious record or register of birth of such child, that child is of the age stated.

This certificate not to be approved and signed unless child presents to person authorized to sign same an employment ticket issued by the board of child labor inspectors, duly filled out and signed as prescribed. The certificate shall contain a statement certifying that the child can read at sight and write legibly simple sentences in the English language; that it has reached the normal development of a child of its age, and is in sound health and is physically able to perform the work which it intends to do, and that it has regularly attended public schools or a school equivalent thereto, for not less than 160 days during school year previous to arriving at age of 14 years, or during the year previous to applying for such school record,

Oregon--(Continued)

and has received during such period instruction in reading, spelling, writing, English grammar and geography, and is familiar with the fundamental operations of arithmetic to and including fractions.

Rhode Island—Required between 14 and 16 years, certificate given by or under the direction of school committee of city or town in which child resides, certifying that child has completed 14 years of age, and stating name, date and place of birth of child, substantiated by a duly attested copy of birth certificate or baptismal certificate, stating also name and residence of the person having control of such child.

Washington—Required under 15 years for employment in school term, certificate given by superintendent of schools, excusing child from attendance at school and setting forth reason for such excuse, residence and age of the child, and time for which such excuse is given. For employment in mines, certificate of age from parent required.

c.—WORKING PAPERS ISSUED BY STATE LABOR OR FACTORY INSPECTION DEPARTMENTS OR JUDGES.

Maine—Required for children under 16, to be presented before employment to employer, certified copy of town clerk's record of birth of child, or certified copy of baptismal record showing date of birth, or passport showing date of birth, and without production and presentation of said town record, baptismal record or passport, child shall not receive employment applied for. Employer shall retain such town record, baptismal record or passport and shall issue to child a certificate containing name of child, name of parents, if living, or guardian, if any, with residence of child, parent or guardian, and such other facts as may be required by inspector of factories, workshops, mines and quarries, which certificate shall be furnished in blank by said inspector and shall be approved as to form by attorney general.

Employer shall furnish to inspector a copy of each certificate issued immediately after issuance, which copy shall be retained by inspector. When child leaves employment, employer shall return to child the copy of town record, baptismal record or passport furnished by him as aforesaid and shall immediately notify inspector that child has left his employment, and date of leaving.

Inspector of factories, workshops, mines and quarries, or either of his assistants, may demand names of children under sixteen years of age employed, and may require that certificates of age prescribed in this section, be produced for inspection, and failure to produce same shall be *prima facie* evidence that employment of child is illegal.

Maryland—Required under 16, employment-permit issued in Baltimore City by bureau of statistics and in other cities or counties by any member of board of health or principal health officer. Employment permit not to be issued unless satisfactory evidence is furnished by duly attested transcript of certificate of birth or baptism of child, or other religious record, or register of birth, or affidavit of parent or guardian. Affidavit to be required only in case proper authorities certify that birth certificate is not on record. Certificate to include statement that child can read and write English and has reached normal development of a child of its age and is in sound health and physically able to perform work which it intends to do.

Missouri—Required under 16 years, age certificate issued by state factory inspector or any assistant factory inspector and in any county where state

factory inspector has no permanent office, by any justice of the peace; provided that no person authorized to issue an age certificate shall have authority to approve certificate for child then in or about to enter his own establishment, or employment of a firm or corporation of which he is a member, officer or employee. Persons approving age certificates have authority to administer oath provided therein, but no fee to be charged therefor. Every person issuing or approving age certificates to keep record of same, and forward to office of state factory inspector duplicate of each certificate issued or approved. All such age certificates to be subject to review by state factory inspector and by him cancelled if he finds that certificates have been obtained through fraud, misrepresentation or falsification of facts. In such cases state factory inspector to give written notice to employer, who shall at once cause minor affected to be dismissed.

Age certificate not to be approved unless satisfactory evidence is furnished by certificate of birth or baptism of child, register of birth of child with officer of city or town designated to keep register of births, or by records of public or parochial schools attended by child, that child is of age stated in certificate, provided that in cases wherein above proof is not obtainable, parents or guardian of child to make oath before state factory inspector or assistant [factory] inspector or before juvenile or county court as to age of child, and state factory inspector or assistant factory inspector or court may issue to such child age certificate as sworn to.

Inspectors of factories may require that age certificates and lists of minors employed in factories, workshops, mercantile institutions and all other places where minors are employed be produced for their inspection on demand.

**Montana**—Required for children under 16, issued by commissioner of the bureau of agriculture, labor and industry. Employer to countersign certificate, and return same to commissioner to be filed. Commissioner to compile and preserve from reports made to him by county superintendent of schools, complete list of name, age, date of birth and sex of each child under 16 who is or may become resident of the state, and such list to be official record of age.

**New Jersey**—Required under 16: I. Native born. Affidavit of parent or guardian stating name of child, residence, place and date of birth, name of father and maiden name of mother, church attended, if any, school last attended, if child was baptized, name and location of church where baptized. There must accompany affidavit transcript of record of child's birth, or if it cannot be obtained, and child was baptized, a certified copy of baptismal record, II. Foreign born children. Same affidavit as above, with an additional statement that child named in affidavit is the same mentioned and described in passport under which child was admitted to this country. A true copy of passport must in all cases be attached to affidavit. III. Other children. Commissioner of labor shall have power to issue permits of employment to children upon the production of evidence of the child's age satisfactory to him; provided, that he shall first be satisfied that child cannot obtain a transcript of birth record, a baptismal certificate or passport.

For employment in mercantile establishments, in addition to the above, the commissioner, assistant or any inspector is empowered to demand of any parent or guardian, proof of age of child satisfactory to the commissioner, and such parent, or guardian shall, within five days after demand is made, furnish

New Jersey—(Continued)

to such officer proof of child's age; and in event of the failure to procure and furnish proof, child shall be discharged by employer upon notice in writing signed by commissioner, and shall not be re-employed until proof shall have been furnished to commissioner.

Wisconsin—Required between 14 and 16 years, written permit issued by commissioner of labor, state factory inspector, any assistant factory inspector or by judge of the county court or municipal court or by judge of a juvenile court where such child resides. When any doubt exists concerning age of child, verified baptismal certificate to be produced, or duly attested birth certificate, or in case such certificate cannot be secured, record of age stated in first school enrollment of such child. If such proof does not exist, or cannot be secured, such other proof to be produced as may be satisfactory to person issuing permit. Permit not to be issued to any child unable to read and write simple sentences in English or in his native language. Employers must keep register giving name, age, date of birth and place of residence.

**Group II.—Affidavit or Statement of Parent or Child as Proof of Age**

Alabama—Required under 18, affidavit of parent or guardian, stating age and place of birth. Affidavits to be filed in office of judge of probate, to be numbered and labelled and index thereof made and preserved.

Arkansas—Required over 14, affidavit of parent or guardian certifying to age and date of birth. For children between 12 and 14 years of aged or disabled fathers, required that father shall produce and file in factory certificate from county clerk certifying to facts required, provided that county clerk shall issue such certificate only on strict proof in writing and under oath. No certificate shall be granted or accepted for longer than one year.

Delaware—Required between 14 and 16 years, sworn statement of parent or guardian, stating name, date and place of birth of child; also certificate stating names of parents or guardians, name and number of school last attended by child, and number of weeks in attendance, such certificate to be signed by teacher or teachers of child; provided, that in case the age of child be not known, such teacher shall certify that age given is the true age to the best of his or her knowledge. Register to be kept by employer recording name, age, day of birth and place of residence of every child under 16 years employed.

Georgia—Required for any child employed in a factory, affidavit of parent or guardian stating age and date of birth, also for children between 10 and 12 of an aged or disabled father, certificate from the ordinary of the county, certifying to facts required; no ordinary to issue certificate except on strict proof in writing and under oath, and no certificate to be granted for longer than one year, or accepted after one year from date of certificate, by employer.

Idaho—Required under 16 years, age and schooling certificate issued by any justice of the peace or notary public. To contain affidavit of parent or guardian stating date and place of birth of child and certifying that child can read at sight and write legibly simple sentences in English and has received instruction in spelling, English grammar and geography and is familiar with fundamental operations of arithmetic up to and including fractions, or has similar attainments in another

- language, and that child is in sound health and physically able to perform work which it intends to do.
- Indiana—Required between 14 and 16 years, affidavit by parent or guardian or by minor himself, certifying date and place of birth. Register to be kept by employer recording name, birthplace, age and place of residence of minors under 16.
- Kansas—Required between 14 and 16 years, when school certificate of age cannot be obtained, sworn statement of parent or guardian, stating age of child.
- Michigan—Required under 16, certificate sworn to by parent or guardian or by child himself, stating that child can read and write and giving age, date and place of birth. Register must be kept recording name, birthplace, age and place of residence.
- Missouri—Required under 16 years (by compulsory education law, compare p. 32 for documentary proof of age) affidavit of parent or guardian concerning age of child for certificate of age issued by attendance officers; such certificate to have signature of child for whom it is issued, signature of persons who made and took affidavit.
- Mississippi—Required under 12 years, affidavit of parent or guardian, stating place of birth, last school attendance, grade of studies, name of school and of teacher. Employer to keep affidavit and register.
- New Hampshire—Required under 16, statement of age, sworn to by parent or guardian before superintendent of schools or some person authorized by school board. Also certificate from superintendent of schools or authorized person that child can read at sight and legibly write simple sentences in the English language.
- North Carolina—Required under 13, written statement of age by parent or guardian.
- Pennsylvania—Required between 14 and 16 years, employment certificate issued by factory inspector or any of his office force, the deputy factory inspectors, or school superintendents, or principal teacher of common school in localities not under the jurisdiction of any superintendent. This certificate to state name, age, date, place of birth, and description of child, its residence, and residence of parent or guardian, and ability of said child to read and write simple sentences in English language.
- Before certificate of employment is issued, person authorized to issue it, first to demand and obtain of parent or guardian affidavit stating age, date and place of birth of child.
- South Carolina—Required under 12, affidavit of parent or guardian stating age of child.
- Tennessee—Required under 14, sworn statement of age made by parent or guardian, unless age of child is known by employer.
- West Virginia—Required for boys over 12, employed in coal mines, in cases of doubt as to age, affidavit of parent or guardian.

### Group III.—No Proof of Age Required

<b>Alaska</b>	<b>Louisiana</b>	<b>Utah</b>
<b>Arizona</b>	<b>Nevada</b>	<b>Vermont</b>
<b>Colorado</b>	<b>New Mexico</b>	<b>Virginia</b>
<b>District of Columbia</b>	<b>North Dakota</b>	<b>West Virginia (except in coal mines)</b>
<b>Florida</b>	<b>Oklahoma</b>	<b>Wyoming</b>
<b>Hawaii</b>	<b>South Dakota</b>	
<b>Iowa</b>	<b>Texas</b>	

## SCHEDULE F—DANGEROUS OCCUPATIONS

**The operation of elevators or of dangerous machinery by minors under certain ages is prohibited in 17 states.**

A large group of states prohibit occupations dangerous to health or morals; chiefly the employment of children where liquors are sold, rope-walking and kindred exhibitions. This prohibition is usually in the penal code and more or less completely non-enforced. It is desirable to have it embodied in the labor law also, and enforced by the factory inspectors. This general provision is effective principally in case of damage suits following upon accidents to minors.

Illinois, Kentucky, Minnesota, Missouri, Ohio and Wisconsin specifically prohibit the employment of children under sixteen years in a list of manufactures involving many different kinds of dangerous machinery, and forbid employment of children under sixteen years in special manufactures.

These are manufacture of paints, colors or white lead, and compositions involving the use of acids. Ohio, in addition, prohibits employment in dipping, dyeing or packing matches, manufacture or storing of explosives; for girls under 16, manufacture or packing tobacco. Wisconsin prohibits in addition employment in any tobacco warehouse, cigar or other factory where tobacco is manufactured or prepared.

### **Group I.—Operation of Elevators is Prohibited**

Connecticut—to 16 years.

Illinois—to 16 years.

Indiana—to 18 years.

Iowa—to 14 years.

Kentucky—to 16 years.

Massachusetts—to 16 years; for any elevator running at a speed of more than 100 feet a minute, to 18 years.

Michigan—to 14 years.

Minnesota—to 16 years; for elevators running at a speed of more than 200 feet a minute, to 18 years.

Missouri—to 14 years.

Nebraska—to 14 years. [feet a minute, to 18 years.

New York—to 15 years; for any elevator running at a speed of more than 200 feet a minute, to 18 years.

Ohio—to 16 years.

Pennsylvania—to 16 years.

Wisconsin—to 16 years.

### **Group II.—Operation or Cleaning Dangerous Machinery is Prohibited**

Illinois—to 16 years; 14 different kinds of machinery specified.

Indiana—boys to 16 years; girls to 18 years.

Iowa—boys to 16 years; girls to 18 years.

Kentucky—to 18 years; to 16 years operation of 14 different kinds of machinery.

Louisiana—to 12 years.

Massachusetts—to 14 years.

Michigan—boys to 16 years; girls to 21 years.

Minnesota—to 16 years in 14 different kinds of machinery.

Missouri—to 16 years in operation of 14 different kinds of machinery.

New Jersey—to 16 years.

New York—boys to 18; girls to 21 years.

Ohio—to 16 years, in 15 different kinds of machinery.

Pennsylvania—to 16 years.

Rhode Island—to 16 years (unless same is necessary and is approved by factory inspector as not dangerous).

Wisconsin—to 16 years in 17 different kinds of machinery.

### **Group III.—Specified Manufactures are Prohibited**

- Illinois—to 16 years, manufacture of paints, colors or white lead, or compositions needing acids.
- Kentucky—same as Illinois.
- Massachusetts—to 18 years; manufacture of acids (upon complaint and after investigation by state board of health).
- Minnesota—to 16 years, same as Illinois.
- Missouri—to 16 years, same as Illinois.
- New York—to 18 years for boys, and for all women, operation of emery, tripoli, rouge, corundum, stone carborundum, or any abrasive, or emery polishing or buffing wheel, where articles of the baser metals or of iridium are manufactured.
- Ohio—to 16 years, same as Illinois, and in addition dipping, dyeing or packing matches; manufacturing packing or storing powder, dynamite, nitro-glycerine, compounds, fuzes or other explosives. For girls under 16, assorting, manufacturing or packing tobacco. (See Standard Child Labor Law, p. 61).
- Wisconsin—to 16 years, same as Illinois, also in any tobacco warehouse, cigar or other factory where tobacco is manufactured or prepared. (See Standard Child Labor Law, p. 61).

### **Group IV.—Employment is Prohibited in Saloons or Where Liquors are Sold**

#### **TENTATIVE LIST**

Alaska	Georgia	Massachusetts	New York
Arizona	Hawaii	Michigan	Pennsylvania
California	Idaho	Minnesota	South Dakota
Colorado	Illinois	Missouri	Vermont
Connecticut	Kentucky	Nebraska	West Virginia
Florida	Maryland	New Hampshire	Wisconsin

### **Group V.—Vague General Prohibition of Employments Dangerous to Health or Morals**

- California—to 16 years
- Colorado—to 14 years
- Connecticut—to 12 years
- Delaware—to 15 years
- District of Columbia—to 14 years
- Georgia—to 12 years
- Idaho—to 16 years
- Illinois—to 16 years
- Indiana—to 15 years
- Iowa—to 16 years
- Kansas—to 16 years
- Kentucky—to 16 years
- Massachusetts—to 16 years
- Michigan—girls to 21 years; boys to 18 years
- Minnesota—to 16 years [18 years]
- Missouri—to 14 years
- Nebraska—to 16 years
- New Jersey—to 16 years
- New York—to 16 years
- Ohio—to 16 years
- Pennsylvania—to 15 years
- Rhode Island—to 16 years
- Virginia—to 14 years
- West Virginia—to 15 years
- Wisconsin—to 16 years
- Wyoming—to 14 years

## SCHEDULE G—EXEMPTIONS

The best laws have no exemptions. Every exemption is an injury to the law and to the class exempted, being a deprivation of protection.

The most important and harmful exemptions allowing work under age have been embodied in Schedule A. These are exemptions of orphans, children of disabled fathers or widowed mothers, and the special exemption of the canning industry in several states.

The exemption of orphans from the protection of the law is especially to be deplored. It places on children already handicapped the additional burden of wage earning at an age when, according to the very statute which grants the exemption, children in more fortunate circumstances need protection.

There remain to be noted the officials authorized to grant exemptions, and the reasons for granting.

As has been pointed out under Hours of Labor, difficulty of enforcing a time limit by the day and week increases with every irregularity and variation. A fixed closing hour known to the whole community and applying to all employees of a given class is easiest to enforce and most valuable to the workers. The exemptions all permit departures from such a fixed standard.

Thirteen states permit overtime work beyond the established legal work day. Every such variation tends to make the established legal limit illusory, and difficulties of inspection insuperable.

### A—WORK IS ALLOWED UNDER AGE

#### Authorities Who Grant Exemptions

California—Exemptions between 12 and 14 years, granted on account of poverty by judge of juvenile or superior court of county, upon sworn statement of parent that child is past 12 years and after investigation by a probation or truant officer, or where there is none, by some other competent person. Permit shall specify kind of work allowed and length of time for which it is issued. Granted also to children over 12, for employment in vacation, by principal of school attended in term preceding such vacations.

Colorado—Between 14 and 16 years, granted by judge of county court, of county in which child resides, if it would be in the opinion of said judge, for child's best interest to be so exempted. Granted also on account of poverty by district or county superintendent of schools.

Florida—Under 12 (to be filed with employer), for employment during vacation, in store, office, hotel or any place of work except factories, mines, bowling alleys and where intoxicating liquors are sold, certificate authorizing such employment granted by county or municipal judge. Such certificate not to be issued by judge except upon affidavit of parent or guardian, stating age and date of birth and that there is no free public school then in session, and certificate from a practising physician that he has examined child, and that child is, in his opinion, physically able to perform with reasonable safety to itself, the work for which it is sought to be employed.

Minnesota—Under 14 and illiterates under 16, granted on account of poverty by school board or board of school trustees.

Missouri—Under 16, granted on account of poverty by any court of competent jurisdiction.

New York—Over 12 years, for employment in mercantile establishments in villages and cities of the third class, during summer vacation of public schools. Vacation certificate required, to be issued in same manner, upon same conditions and on like proof that child is 12 years or upward, and is in sound health, as is required for issuance of employment certificate (see p. 24) except that school record shall not be required.

North Dakota—Under 14 years, granted on account of poverty by board of education, of a city or village and by school board of other districts.

Oregon—Between 12 and 14 years, granted by board of inspectors of child labor, in any suitable work, in any school vacation extending over a period of more than two weeks.

South Carolina—Under 12 years, granted on account of poverty, provided that guardian of child shall furnish an affidavit duly sworn to before magistrate or clerk of court of county, stating need of child's support, and provided that the officer before whom affidavit is subscribed shall endorse upon back thereof his approval and consent.

Texas—For illiterates under 14, whose parents are incapacitated to support them.

Virginia—Over 12 years, granted to orphans, or dependent children or children of invalid parents by circuit court of county or corporation court of city or judge in vacation or mayor or justice of peace. Certificate authorizing such employment to be sent to commissioner of labor within ten days of issuance.

Washington—Between 12 and 14, granted on account of poverty by any superior court judge living within residence district of child, for any occupation not in his opinion dangerous to health or morals of child.

Wisconsin—Over 12 years, in vacation, granted by county judge, municipal judge, judge of juvenile court or register of probate of county in which child resides, or by commissioner of labor or state factory inspector or assistant factory inspector. No permit to be issued without proof of age.

## B—WORK IS ALLOWED OVER TIME

### I.—On Saturday or for certain days preceding Christmas

Colorado—Children under 16 may work more than 8 hours in the day, in the week before and following Christmas Day.

Minnesota—Children over 14 years of age may be employed in mercantile establishments on Saturdays and for 10 days each year before Christmas until 10 in the evening; provided that this permission is not so construed as to permit such children to work more than 10 hours in any one day or over 60 hours in any one week.

New York—Girls over 16 may work in stores more than 10 hours and after 10 o'clock on Saturday (provided the total number of hours in a week does not exceed 60) and between December 15 and January 1.

Pennsylvania—Children under 16 years may work in retail mercantile establishments after 9 p. m. and longer than 60 hours a week, and 12 hours in one day on Saturday of each week, and during 20 days, beginning December 5, and ending December 24; Provided that within said 20 days, working hours shall not exceed 10 hours per day, or 60 hours per week.

Rhode Island—Minors under 16 years may work after 8 p. m. on Saturdays, and 4 days before Christmas.

**II.—To make up lost time due to some accident or breakdown in the machinery**

New Hampshire—Women and children under 18 may be employed for this purpose more than 10 hours in a day.

South Carolina—Children under 12 (whose labor is permissible only if they are allowed to work because they are children of widows or of disabled fathers or are orphans) may be employed for this purpose after 8 p. m., provided that under no circumstances a child below 12 years of age shall work later than 9 p.m.

All operatives may be employed for this purpose more than 10 hours in one day and 60 hours in one week, to the extent of 60 hours in one year.

**III.—When a different apportionment of hours of labor is made for the sole purpose of making a shorter day's work for one day in the week**

Indiana—Boys under 16 and girls under 18 may work more than 60 hours in one week or 10 hours in one day; but not more hours in any one week than would make an average of 10 hours per day for whole number of days which such persons work during such week.

Massachusetts—Children under 18 years (and women) may be employed more than 10 hours in one day, but in no case shall the hours of labor exceed 58 in one week.

New York—Minors over 16 may be employed in factories more than 10 hours in one day, (a) regularly, in not to exceed 5 days a week, (b) irregularly, in not to exceed 3 days a week, provided that no such person shall be employed more than 12 hours in any one day or more than 60 hours in any one week, and that the provisions as to notice and time book be fully complied with.

**IV.—Either (a) when a different apportionment of hours is made for the sole purpose of making a shorter workday for one day of the week, or (b) when it is necessary to make repairs to prevent the interruption of the ordinary running of the establishment**

California—Minors under 18 may work more than 9 hours in one day, but in no case must hours of labor exceed 54 hours in a week.

Maine—Women and boys under 16 may work more than 10 hours a day, but in no case must hours of labor exceed 60 hours in the week.

New Hampshire—Women and minors under 18 may be employed more than 10 hours a day.

Rhode Island—Women and minors under 16 may work more than 10 hours in one day.

Connecticut—Women and minors under 16 may work more than 10 hours in one day.

Michigan—Women under 21 and boys under 18 may be employed more than 60 hours in one week for second cause (b), and may be employed more than 10 hours in any one day for first cause (a).

**V.—To prevent waste or destruction of material in process of manufacture**

Pennsylvania—Boys over 14 years, who have not been employed between 6 a. m. and 9 p. m., may be employed for not more than 9 consecutive hours in any one day after 9 p. m., provided that in establishments where night work is hereby permitted, and where the nature of employment requires two or more working shifts in 24 hours, males over 14 years may be employed partly by day and partly by night, not more than 9 consecutive hours.

## SCHEDULE H—ENFORCEMENT

### I.—THE CHILD LABOR LAWS

The chief characteristic of the enforcement of child labor laws in the United States is inequality. Judges, juries, county and prosecuting attorneys, probation officers, truant officers, and factory inspectors figure in the varying processes of enforcement in the different states.

Manufacturing states without factory inspectors and mining states without mine inspectors afford no adequate protection to working children. When probation officers attached to juvenile courts make occasional arrests of employers, it is not the prime duty of these officers to make systematic search for children in factories, workshops, etc., and to ascertain the sanitary conditions under which work is done. Truant officers also are insufficient for enforcing the closing hours and stopping night work.

The value of child labor laws depends upon the number and quality of the inspectors, their tenure of office, and the amount of money appropriated for their use. Where factory inspectors are politicians and truant officers are aged and decrepit, the children suffer accordingly.

The District of Columbia, 9 states and 4 territories provide no special officials for inspection. Violation of the law may be prosecuted by the county attorney, if complaint is made to him by any interested person. Eight states have entirely given over to the school authorities the enforcement of child labor laws, and in many others the truant officers as well as the factory inspectors are authorized to enter places of employment, to demand certificates of age or schooling, to make arrests and to enter prosecutions for violation through the prosecuting attorney.

Nowhere is the inequality in our child labor legislation more conspicuous than in a collection of reports of enforcing officials. Some states make no provision for publication, e. g. Delaware, where the factory inspector makes a quarterly confidential report to the Governor of the state. Other states have biennial reports and in them one-half of the data is inevitably belated when made public.

Dilatory printing retards the use and reduces the value of many annual reports. Thus the report for 1905 contains the latest Illinois facts accessible in March 1908.

The essentials of a good report are:—

1. Promptness. To show existing conditions and work done by the department, and to suggest remedies for abuses found, it is imperative that reports give information that is current, and not several years old.
2. Clearness and fullness. In every report specific figures should be included on the following points :
  - (a) Number of inspections made.
  - (b) Number of children found at work, male and female.
  - (c) Number of children dismissed, with causes.
  - (d) Number of employment certificates issued and refused (if given out by department).
  - (e) Violations and nature thereof.
  - (f) Prosecutions.
  - (g) Fines imposed.
  - (h) Name, address and assignment of inspectors.

The names and addresses of state labor officials charged with the enforcement of child labor laws are included in order that any person in any state, where such officials are appointed to enforce these laws, may turn to this list to discover precisely upon whom the responsibility for enforcement or non-enforcement rests.

The list of names has been obtained by correspondence with the heads of labor departments of the various states. It is possible that additional appointments have been made since these were received (March, 1908). No attempt is made to give the names and addresses of truant officers or school authorities owing to the obvious difficulty of obtaining accurate lists.

## DIRECTORY OF OFFICIALS FOR ENFORCEMENT

### a.—State Labor Officials

**Alabama**—State inspector of jails and almhouses specially charged to inspect factories in which women and children are employed. To inspect without notice at least four times a year. Authorized to remove children found working or detained in factories contrary to law, and to remove children afflicted with infectious diseases. To institute prosecutions for violations and furnish solicitors of circuit or county with names and addresses of all necessary witnesses.

Shirley Bragg, Inspector, Montgomery, Ala.

**California**—Commissioner of Labor, salary \$3,000; deputy, salary \$1,800; assistants not exceeding 6, salaries not to exceed \$4 per day, all expenses allowed.

John D. Mackenzie, Commissioner, Ferry Building, San Francisco.

Fred C. Jones, Deputy Commissioner, Ferry Building, San Francisco.

D. McLennan, Special Agent.

P. H. Maloney, Special Agent.

Katherine Kelly, Special Agent.

**Delaware**—Factory and Workshop Inspector, salary, \$1,000. J. Austin Ellison, Inspector, Wilmington.

**Illinois**—Chief State Factory Inspector, salary \$2,000; assistant chief, salary \$1,250, and 18 deputy factory inspectors, salaries \$1,000. Appropriation to cover all necessary expenses, \$10,000.

Edgar T. Davies, Chief, Security Building, Chicago.

### DEPUTY INSPECTORS

Evelyn M. Atchley, 1563 N. Talman Ave., J. M. Patterson, 4440 Berkley Ave., Chicago.  
Chicago. M. S. Rieger, 697 N. Artesian Ave., Chicago.

Jane M. Canedy, 1495 Wellington Ave., J. E. Schlake, 1473 N. Ashland Ave., Chicago.  
Chicago. William Ehn, Galesburg.

Helen M. Todd, 460 Elm St., Chicago. Adam Menche, Kewanee.

Jordan Chavis, 3560 Vernon Ave., Chicago. Jacob F. Swank, Forreston.

John FitzSimmons, 6122 S. Park Ave., Eugene Whiting, Canton.  
Chicago. Charles Ducray, East St. Louis.

Jacob Goldman, 1650 Melrose St., Chicago. R. W. Hamilton, Moline.

Barney Cohen, 4943 Champlain Ave., Chicago. J. M. Woolington, Monticello.

Clark Johnson, 6347 St. Lawrence Ave., M. J. Jordan, Princeton.  
Chicago. John Elder, Carthage.

A. L. Van Ness, Bloomington.

**Indiana**—Chief Inspector, salary \$1,800 and actual expenses and a sufficient number of deputies not to exceed 5.

W. E. Blakely, Chief Inspector, Capitol Building, Indianapolis.

David F. Spees, Chief Deputy, Capitol Building, Indianapolis.

### DEPUTY INSPECTORS

T. S. Williamson, Anderson. C. E. Butcher, Connersville.  
John Fitzgibbons, Muncie. Peter Kline, South Bend.

**Iowa**—Commissioner of Labor Statistics, salary \$1,500, deputy and one factory inspector, salaries \$1,200, and expenses not to exceed \$1,500.

Edward D. Brigham, Commissioner, Des Moines.

Alfred Shepherd, Deputy, Des Moines.

Frank Bradley, Factory Inspector, Des Moines.

**Kansas**—Commissioner of Labor, salary \$2,000, assistant commissioner, salary \$1,500.

W. L. A. Johnson, State Factory Inspector, State Capitol Building, Topeka.

Owen Doyle, Assistant State Factory Inspector, Topeka.

C. E. Bramlette, Deputy State Factory Inspector, Topeka.

**Kentucky**—Labor Inspector, salary \$1,200, and one assistant, salary \$1,000, and traveling expenses.

"The grand jury shall have inquisitorial powers to investigate violations of this act, and judges of the circuit courts of this state shall specially charge the grand jury at the beginning of each term of the court to investigate violations of this act."

Thomas A. Davis, Labor Inspector, Louisville.

Pat Filburn, Assistant Labor Inspector, Louisville.

**Louisiana**—Factory Inspector, appointed in incorporated cities and towns by the mayor, and in parishes by the police jury, salary \$750. (Applies only to cities having population of 10,000.)

Miss Jean Gordon, Factory Inspector, 1800 Prytania Street, New Orleans.

**Maine**—Inspector of Factories and Workshops, salary \$1,000 and reasonable expenses; and a sufficient number of assistant deputies, salaries \$ per day and reasonable expenses while engaged in duty. For violation of section requiring children under 15 to attend school for a required period during employment, school committees and superintendent must report to the county attorney who shall prosecute therefor.

George E. Morrison, Inspector, Biddeford, Maine.

**Maryland**—Chief of the Bureau of Statistics, salary \$2,500; assistant, salary \$2,000, and six child labor inspectors, salaries \$900; two factory inspectors.

Charles J. Fox, Chief, Equitable Building, Baltimore.

Charles F. Baughman, Assistant, Equitable Building, Baltimore.

Mrs. M. A. Richardson. Michael J. Lindsay.

George Mann. Edwin Forrest.

M. Herzog. Frank Armiger.

Hammond Dorsey. Bettie A. Griffiss.

**Massachusetts**—Chief of the District Police, salary \$3,000; deputy chief, salary \$2,400 and 16 factory inspectors, salaries \$1,500 and all necessary traveling expenses. Truant officers appointed by the school committee of every city and town.

Jophanus H. Whitney, Chief, State House, Boston.

Joseph A. Moore, Deputy Chief, State House, Boston.

#### FACTORY INSPECTORS

Arlon S. Atherton, State House, Boston.	Mary A. Nason, State House, Boston.
Charles S. Clerke, State House, Boston.	James R. Howes, Springfield.
Charles A. Dam, Worcester.	Frank C. Wasley, Lowell.
Robert Ellis, Fall River.	Ernest E. Cleveland, State House, Boston.
James W. Hoitt, North Adams.	Samuel L. Ryan, State House, Boston.
Wm. J. McKeever, State House, Boston.	John E. Griffin, State House, Boston.
Malcom Sillars, Salem.	John H. Plunkett, State House, Boston.
Mary E. Halley, Fall River.	

For enforcement of the sanitary provisions of the factory laws, 15 state inspectors of health:

Dr. Charles E. Morse, Wareham.

Dr. Adam S. McKnight, 355 North Main St., Fall River.

Dr. Wallace C. Keith, 237 North Main St., Brockton.

Dr. Elliott Washburn, 50 Broadway, Taunton,

Dr. Harry Linenthal, 327 Blue Hill Ave., Roxbury (Boston).

Dr. Albert P. Norris, 728 Massachusetts Ave., Cambridge.

Dr. J. William Voss, 108 Cabot St., Beverly.

Dr. William Hall Coon, 70 Newbury St., Lawrence.

Dr. Charles E. Simpson, Lowell Hospital, Lowell.

Dr. William W. Walcott, 32 West Central St., Natick.

Dr. Melvin G. Overlock, 91 Chandler St., Worcester.

Dr. Lewis Fish, 7 Highland Ave., Fitchburg.

Dr. Harvey T. Shores, 177 Elm St., Northampton.

Dr. Herbert C. Emerson, 177 State St., Springfield.

Dr. Lyman A. Jones, 170 Main St., North Adams.

**Michigan**—Commissioner of Labor, salary \$2,000 and expenses; deputy commissioner, salary \$1,500 and expenses. Such assistants as may be necessary, at least one of whom shall be a woman.

Malcolm J. McLeod, Commissioner, Lansing.

R. H. Fletcher, Deputy Commissioner, Lansing.

#### DEPUTY INSPECTORS

Mrs. M. C. Girardin, Detroit.

John W. Rose, Kalamazoo.

Henry J. Eikhoff, Detroit.

Frank T. Ley, Grand Rapids.

William J. Downey, Detroit.

Miss E. Griswold, Grand Rapids.

John J. Knight, Detroit.  
George Houston, Detroit.  
L. C. Watkins, Jackson.  
Miss Katherine Heath, Detroit.

Miss L. M. Burton, Grand Rapids.  
A. C. Galbraith, North Branch.  
S. A. Hall, Bay City.  
Peter Fitzpatrick, Ishpeming.

Minnesota—Commissioner of Labor, \$2,600 and expenses; assistant commissioner of labor, \$1,800, statistician, \$1,300, one deputy commissioner \$1,200, two at \$1,100 each; five factory inspectors, \$5,500, five assistant factory inspectors, \$5,000, and one woman inspector \$1,200 (total appropriation \$30,800).  
Hon. W. H. Williams, Commissioner, St. Paul.  
Hon. E. J. Lynch, Assistant Commissioner, St. Paul.  
Frank E. Hoffman, Statistician, St. Paul.  
H. V. Koch, Deputy Commissioner, St. Paul.  
Louis Vogler, Deputy Commissioner, Minneapolis.  
August Hagberg, Deputy Commissioner, Duluth.

#### FACTORY INSPECTORS

Peter J. Karpen, St. Paul. George Kaufman, Minneapolis.  
Frank W. Murray, Minneapolis. T. F. Thomas, St. Paul.  
P. F. Herbert, Minneapolis.

#### ASSISTANT FACTORY INSPECTORS

T. J. Moonan, Winona. W. H. Harvey, Mine Inspector, Eveleth.  
R. F. Lamb, Slayton. Louis Gerard, St. Cloud.  
N. P. Olson, Anoka. John Whalen, Jr., Benson.

Mississippi—Sheriff of the county in which manufacturing establishments employing children are located, specially charged to visit such establishments at least once each month. Each county health officer charged to visit without notice of his intention to do so, all manufacturing establishments employing children in his county at least twice each year and to report to sheriff children whose physical condition renders them incapacitated to perform work required of them. Sheriff to remove such children promptly.

Missouri—State Factory Inspector (since 1907 can inspect only in cities of more than 10,000 inhabitants). Attendance officers, appointed and salary fixed by school board; vested with authority to enter any office, factory or business house employing children, and to make arrests.

J. C. A. Hiller, Factory Inspector, St. Louis.  
Nebraska—Deputy Commissioner of Labor, salary \$1,500 and the Board of Inspectors of Child Labor, composed of 5 persons, 2 at least of whom shall be women, to serve without compensation.

John J. Ryder, Deputy Commissioner, Lincoln. Mrs. M. Coomb, Ord.  
Rev. James Wise, Chairman, South Omaha. E. B. Murphy, Brady.  
Mrs. Draper Smith, Omaha. Charles A. Robbins.

New Jersey—Commissioner of Labor, salary \$3,500; assistant commissioner, salary \$2,000 and 11 inspectors, two of whom shall be women, salaries \$1,500 and all necessary expenses allowed.

Lewis T. Bryant, Commissioner, State House, Trenton.  
John I. Holt, Assistant Commissioner, State House, Trenton.

#### INSPECTORS

Henry Kuehnle, Egg Harbor City. William Schlachter, 7 Condit Place, Orange.  
Louis Holler, 304 Mickle St., Camden. Heber Wells, 412 E. 30th St., Paterson.  
Joseph Milburn, 303 Centre St., Trenton. James Stanton, Sussex.  
Edward McClintock, 15 Wallace St., Newark. Mary F. Van Leer, 173 High St., Passaic.  
Andrew McCardell, Plainfield. August Graf, 212 Thirteenth St., Hoboken.  
Mary McKeen, 38 W. State St., Trenton.

#### SPECIAL INSPECTORS

Thomas McHugh, 33 Gillette Place, Newark.  
Neill McCarthy, 867 Martin St., Elizabeth.

New York—The Board or Department of Health or Health Commissioners, for employment in mercantile establishments; in factories, the Commissioner of Labor, salary \$5,000; first deputy commissioner of labor, salary \$2,700; and not more than 60 deputies, salaries \$1,000, \$1,200 and \$1,500, ten of whom are women.

John Williams, Commissioner, Albany.  
William W. Walling, First Deputy Commissioner, Albany.  
Henry L. Schnur, Assistant Factory Inspector, Albany.  
Thomas A. Keith, Assistant Factory Inspector, New York City.  
Daniel O'Leary, Superintendent of Licenses, New York City.  
C. T. Graham-Rogers, Medical Inspector, New York City.

### DEPUTY FACTORY INSPECTORS

Mathew J. Flanagan, N. Y. City.  
 Dennis J. Hanlon, N. Y. City.  
 Charles B. Ash, N. Y. City.  
 Anna C. Bannon, N. Y. City.  
 James H. Bell, N. Y. City.  
 Maurice Barshell, N. Y. City.  
 George S. Cangialosi, N. Y. City.  
 James Davie, N. Y. City.  
 William H. Donahue, N. Y. City.  
 Margaret Finn, N. Y. City.  
 William Ford, N. Y. City.  
 Lily F. Foster, N. Y. City.  
 Rebecca B. Gourlie, N. Y. City.  
 William H. Guyett, N. Y. City.  
 Charles L. Halberstadt, N. Y. City.  
 George L. Horn, N. Y. City.  
 Ella Nagle, N. Y. City.  
 William J. Neely, N. Y. City.  
 William Pearson, N. Y. City.  
 Abraham Sirota, N. Y. City.  
 William M. Rich, N. Y. City.  
 Charles Whelan, N. Y. City.  
 Joseph S. Altschul, N. Y. City.  
 Solomon N. Brenner, N. Y. City.  
 May G. Davies, N. Y. City.

William S. Finney, N. Y. City.  
 Nathan Herzstein, N. Y. City.  
 Charles F. Miller, Jr., N. Y. City.  
 George F. O'Neill, N. Y. City.  
 Florence C. Wilkinson, N. Y. City.  
 E. H. Williamson, N. Y. City.  
 George C. Daniels, N. Y. City.  
 Luman S. Arnold, Syracuse.  
 Hiram Blanchard, Albany.  
 Anna L. Greene, Albany.  
 G. I. Harmon, Hoosick Falls.  
 James W. Ireland, Ithaca.  
 Kate L. Kane, Rochester.  
 Charles M. Lessels, Troy.  
 W. G. Lownsbery, Utica.  
 Frank S. Nash, Binghamton.  
 Joseph O'Rourke, Utica.  
 Silas Owen, Cohoes.  
 Josie A. Reilly, Albany.  
 J. B. Sliter, Elmira.  
 D. C. Sullivan, Rochester.  
 William E. Tibbs, Newburgh.  
 David S. Yard, Olean.  
 Sidney T. Wilson, Buffalo.  
 Ernest M. Wilber, Buffalo.

Louis A. Havens, Special Agent, New York City.

Charles M. Gilmore, Deputy Mine Inspector, Binghamton.

Gustav Werner, Tunnel Inspector, New York City.

**Ohio**—Chief Inspector of Workshops and Factories, salary, \$2,000; thirteen district and two bakeshop inspectors, salaries, \$1,200; all necessary traveling expenses, not to exceed \$500 a man, allowed; 8 visitors who shall be women, same salaries and powers as deputy inspectors. Inspectors have same authority as truant officers to enforce school attendance of any child found violating the school laws.

J. H. Morgan, Chief Inspector, Columbus.  
 Frank Bach, 528 Schofield Building, Cleveland.  
 Theodore Wagner, 528 Schofield Building, Cleveland.  
 A. F. Spaeth, Room 3, Bavaria Building, Cincinnati.  
 William Woehrlin, Room 3, Bavaria Building, Cincinnati.  
 John F. Ward, 1028 Star St., Youngstown.  
 Ralph C. Shipman, 236 East Second St., Elyria.  
 Col. E. S. Bryant, Bloomdale.  
 John W. Bly, 528 East Lincoln St., Findlay.  
 L. W. Ralston, Mechanicstown.  
 Chas. W. Highfield, 224 West Main St., Zanesville.  
 Richard Lloyd, P. O. Box 633, Columbus.  
 C. B. Baker, 409 West Water St., Piqua.  
 E. A. Brown, 1402 Freeman St., Toledo.  
 John A. Mohr, 229 Chestnut St., Ironton.  
 E. M. Dilley, 922 Steubenville Ave., Cambridge.

**Oregon**—The Board of Inspectors of Child Labor, composed of 5 persons, 3 at least of whom shall be women, to serve without compensation. Vested with power to enter factories and stores.

H. G. Kundret, 30 E. Eleventh St., N., Portland.  
 Mrs. Millie R. Trumbull, 305 Jefferson St., Portland.  
 Rev. Wm. G. Eliot, 681 Schuyler St., Portland.  
 Mrs. Sarah A. Evans, Oswego.  
 Mrs. Turner Oliver, LaGrande, Oregon.

**Pennsylvania**—Factory Inspector and 39 deputy factory inspectors, 5 of whom shall be women, at salaries of \$1,200, traveling expenses allowed.

J. C. Delaney, Inspector, Harrisburg.

### DEPUTY INSPECTORS

T. A. Lee, 2046 Reed St., Phila.	James Patterson, Bristol.
W. J. Crowley, 916 Mifflin St., Phila.	J. W. Davis, Plymouth.
P. H. Kenny, 1631 Porter St., Phila.	George W. Nape, Scranton.
C. H. Breithbarth, 5821 Chester Ave., Phila.	E. W. Bishop, Towanda.
Meredith B. Leach, 733 Walnut St., Phila.	J. K. Robinson, Mifflintown.
M. Keller (Mrs.), 5144 Sansom St., Phila.	E. P. Gamble, Altoona.
W. S. Godfrey, 2545 Cedar St., Phila.	James R. Patterson, Beaver Falls.
Jas. Knight, Jr., 3716 N. Randolph St., Phila.	J. C. McClymonds, Portersville.

Joseph Sumner, 4138 Terrace St., Phila.	M. N. Baker, Corry.
L. L. Knisely, 231 Pine St., Harrisburg.	Samuel Beatty, 5728 Knox St., Phila.
Joseph P. Quinn, 37 W. Princess St., York.	Robert Hamilton, 40 E. Coulter St., Phila.
T. A. Bradley, Lilly.	W. J. Leary, Chester.
M. D. Howe, Delmar.	James Sterling, Latrobe.
A. W. McCoy, Meadville.	G. W. Heltzel, Bedford. [E. E.
Mary S. Glenn, Holmesburg, Phila.	Anna White, 6816 McPherson St., Pittsburg,
H. N. Eisenbrey, Olney, Phila.	George I. Rudolph, 1406 Western Ave., Alle-
Gus Egolf, Norristown.	gheny City.
M. E. Bushong, May.	David E. Weaver, 2320 Sidney St., Pitts-
Harry McBechtel, Pottstown.	burg.
Annie E. Leisenring, 432 Chew St., Allentown.	Elizabeth Torrens, 5903 Penn Ave., Pittsburgh.

Rhode Island—Chief Factory Inspector, salary \$2,000, and two assistant factory inspectors—one of whom shall be a woman, salaries, \$1,500. All necessary expenses allowed, not to exceed \$2,000. One or more truant officers appointed, and salary fixed by the school committee of each town or city.

J. Ellery Hudson, Chief Inspector, State House, Providence.

Mrs. Helen M. Jenks, Assistant Inspector, State House, Providence.

Joseph Roy, Assistant Inspector, State House, Providence.

Tennessee—Grand jury has inquisitorial powers to investigate violations and judges of the circuit courts of the state shall specially charge the grand jury at the beginning of each term of the court to investigate violations.

Commissioner of Labor Statistics and Mines, expenses of the department not to exceed \$4,000 per year; commissioner to act as inspector of mines.

Virginia—Commissioner of Labor, salary \$1,500. Appropriation for department not to exceed \$4,500.

James B. Doherty, Commissioner, Richmond.

Washington—Commissioner of Labor.

Charles F. Hubbard, Commissioner, Olympia.

West Virginia—State Commissioner of Labor.

I. V. Barton, Commissioner, Wheeling.

Wisconsin—Commissioner of Labor, salary \$2,200; deputy commissioner, \$1,600, and 12 factory inspectors, salaries \$1,200: 1 factory inspector, salary \$1,500.

J. D. Beck, Commissioner, Madison.

#### FACTORY INSPECTORS

J. E. Vallier, Milwaukee.	H. P. Peterson, Superior.
Miss Rosa M. Purdue, Milwaukee.	August Lehnhoff, Milwaukee.
Ira L. Lockney, Milwaukee.	August Kaems, Sheboygan.
Wm. Straub, Milwaukee.	T. A. Walby, Hudson.
J. A. Norris, Madison.	C. S. Porter, Fox Lake.
J. R. Bloom, Neenah.	D. D. Evans, Racine.

#### b.—School Officials

Colorado—Truant officers appointed and salaries fixed by board of school directors; vested with police powers and with authority to enter workshops, factories, and all other places where children may be employed, in the way of investigation or otherwise.

Connecticut—Agents appointed by state board of education for terms of not more than one year, salaries not to exceed \$5 a day, including expenses. The school visitors or town school committee in every town, shall once or more in every year examine into the situation of children employed in all manufacturing establishments, and ascertain whether all provisions of the law are observed, and report all violations to proper prosecuting authority.

Idaho—Probation officers, or in counties where there are none, one or more school trustees to visit places of employment and ascertain whether minors are employed contrary to law; and to bring complaints to attention of prosecuting attorney for prosecution. Any reputable citizen may also bring complaints for violations.

Montana—Truant officers, appointed and salary fixed by school board. Vested with police powers, with authority to serve warrants and to enter workshops, factories, stores and all other places where children may be employed.

New Hampshire—State Superintendent of Public Instruction, and deputies appointed by superintendent, necessary expenses to be allowed by Governor and council. Also truant officers appointed by district school boards and paid by towns.

North Dakota—Truant officer appointed by board of education in any city of more than 5,000 inhabitants, or by president of school board of any district.

South Dakota—District school board, chairman of board of education in independent districts, or county superintendent.

Vermont—Town superintendent, appointed and compensation fixed by boards of school directors. Truant officers, two to be appointed by selectmen of a town and mayor of a city; salary at rate of \$2 a day for time actually spent.

#### No Special Officials for Inspection

Alaska	Nevada (has no law)
Arizona	New Mexico (has no law)
Arkansas	North Carolina
District of Columbia (has no law)	South Carolina
Florida	Texas
Georgia	Utah
Hawaii (has no law)	Wyoming

#### PENALTIES

The penalties for infringement of the child labor laws fall under two heads: Penalties for the employer and penalties for the parent or guardian.

##### **Penalty for Employer for Employing Child under Age (a) and Over Time (b)**

###### **Fines Only**

Alabama—Not less than \$50, nor more than \$100.

Arkansas—Not more than \$100.

Connecticut—Not more than \$20 for each offense.

Delaware—Not less than \$50, nor more than \$100.

Georgia—Usual penalty for misdemeanor.

Idaho—Not more than \$50, and after notification by truant or probation officer, not less than \$5, nor more than \$20, for each day of employment thereafter. Applies to (a).

Illinois—Not less than \$5 nor more than \$100 for each offense and to stand committed until such fines and costs are paid.

Kentucky—Not more than \$50 for first offense, and not more than \$200 for second offense.

Maine—Not less than \$25 nor more than \$50 for each offense.

Maryland—Not less than \$5 nor more than \$50, and after notification by inspector or attendance officer, not less than \$5 nor more than \$20, for each day of employment.

Massachusetts—Not less than \$20 nor more than \$50. Applies to (b) in textile mills.

Minnesota—Not less than \$20 nor more than \$50 for each offense after notification by commissioner of labor or truant officer, not less than \$5 nor more than \$20 for each day.

Missouri—Not less than \$25 nor more than \$100 for each offense.

Nebraska—Not more than \$50 and after notification by truant officer, deputy commissioner of labor or member of state board of inspection, not less than \$5 nor more than \$20 for each day of employment.

New Hampshire—Not more than \$50 for the use of the district for each offense.  
New Jersey—\$50 for each offense.  
North Carolina—Punishment at discretion of court for misdemeanor.  
North Dakota—Not less than \$10 nor more than \$50. Applying to (a).  
Rhode Island—Not more than \$500. Applying to (a). Not more than \$20 for each offense. Applying to (b).  
South Dakota—Not less than \$10 nor more than \$50. Applying to (a).  
Tennessee—Not less than \$25 nor more than \$250. Applying to (a). Not less than \$25 nor more than \$100. Applying to (b).  
Vermont—\$50 for each offense.  
Virginia—Not less than \$25 nor more than \$100.  
Washington—Not less than \$10 nor more than \$25. Applying to (b).  
West Virginia—Not less than \$10 nor more than \$20 for each offense. Applying to (a).

#### Fines or Imprisonment

California—Not less than \$50 nor more than \$200, or by imprisonment for not more than 60 days, or by both such fine and imprisonment for each offense.  
Colorado—Not less \$100 nor more than \$500 and imprisonment in the county jail not less than 2 months or more than 4 months. Applying to (a).  
Florida—Not more than \$1000 or imprisonment for not more than 6 months, or both.  
Indiana—Not more than \$50 for the first offense, and not more than \$100 for the second offense to which may be added imprisonment for not more than ten days and for the third offense not less than \$250, and not more than 30 days' imprisonment in the county jail. Applying to (a).  
Iowa—Not more than \$100 or imprisonment for not more than 30 days.  
Kansas—Not less than \$25 nor more than \$100, or imprisonment for not less than 30, nor more than 90 days.  
Louisiana—Not less than \$10 nor more than \$25 or imprisonment in the parish jail not more than 30 days, or both, in the discretion of the court.  
Massachusetts—Not more than \$300 or imprisonment for not more than 6 months and for every day thereafter, after notification by truant officer or inspector of factories, not less than \$20 nor more than \$100 or imprisonment for not more than 6 months.  
Michigan—Not less than \$5 nor more than \$100, or imprisonment for not less than 10 nor more than 90 days or both at discretion of the court.  
Montana—Not less than \$25 nor more than \$500 or imprisonment for not less than 30 days nor more than 6 months or both. Applies to (a).  
Mississippi—Not less than \$50, nor more than \$100, or imprisonment for not less than 10 or more than 60 days.  
New York—Not less than \$20 nor more than \$100 for first offense; for second offense not less than \$50 nor more than \$200 or imprisonment for not more than 30 days, or both; for third offense not less than \$250 or imprisonment for not more than 30 days, or both.  
North Carolina—Punishment at the discretion of the court.  
Ohio—Not less than \$10 nor more than \$50 or imprisonment for not less than 10 nor more than 30 days.  
Oregon—Not less than \$10 nor more than \$25 for first offense, not less than \$25 nor more than \$50 for second and imprisonment for not less than 10 nor more than 30 days for third and each succeeding offense.  
Pennsylvania—Not less than \$25 nor more than \$500, or imprisonment for not less than 10 days or more than 60 days for each offense.  
South Carolina—Not less than \$10 nor more than \$50, or imprisonment for not more than 30 days at the discretion of the court.

**Washington**—Not less than \$10 nor more than \$500 or imprisonment in the county jail for not more than six months for each offense, or both. Applying to (a).

**West Virginia**—For employment in coal mines, not less than \$50 nor more than \$500. In default of payment, in the discretion of the court, imprisonment in county jail for not more than 3 months.

**Wisconsin**—Not less than \$25 nor more than \$100 or imprisonment not more than 30 days.

### **Penalty for Employer for Employing Child During School Hours Fines Only**

**Arizona**—Not less than \$25 nor more than \$100.

**Connecticut**—\$20 for every week such child is so employed.

**Colorado**—Not less than \$25 nor more than \$50.

**Idaho**—Not more than \$50 and for each day of employment after notification by truant or probation officer not less than \$5 nor more than \$20.

**Illinois**—Not less than \$5 nor more than \$100 for each offense and to stand committed until such fine and costs are paid.

**Massachusetts**—Not more than \$50 for the first offense and for every day thereafter, after notification by truant officer or by inspector of factories, fine of not less than \$5 nor more than \$20.

**Minnesota**—Not more than \$50 for first offense, after notification by commissioner of labor or truant officer, not less than \$5 nor more than \$20 for each day of employment thereafter.

**Missouri**—Not less than \$20 nor more than \$50 and costs.

**Montana**—Not less than \$25 nor more than \$50 for each offense.

**Nebraska**—Not more than \$50 and after notification by truant officer, deputy commissioner of labor or member of state board of inspection, not less than \$5 nor more than \$20 for each day of employment.

**New Hampshire**—Not more than \$50 for each offense.

**New York**—\$50 for each offense.

**North Dakota**—Not less than \$20 nor more than \$50 and costs for each offense.

**Pennsylvania**—\$10 for first offense and \$30 for each subsequent offense.

**South Dakota**—Not less than \$10 nor more than \$50.

**Vermont**—Not more than \$50.

**Washington**—Not more than \$25.

**West Virginia**—Not less than \$10 nor more than \$20 for each offense.

### **Fines or Imprisonment**

**Ohio**—Not less than \$10 nor more than \$50 or imprisonment for not less than 10 nor more than 30 days.

**Oregon**—Not less than \$10 nor more than \$25 for first offense, not less than \$25 nor more than \$50 for second, and imprisonment for not less than 10 nor more than 30 days for third and each succeeding offense.

**Wisconsin**—Not less than \$25 nor more than \$100 or imprisonment not more than 30 days.

### **Penalty for Employer for Neglecting (a) to Keep File of Age and Schooling Certificates and (b) to Produce Them for the Inspection of the School Authorities or Factory Inspectors**

#### **Fines Only**

**Alabama**—Not more than \$200. Applying to (a).

**Arkansas**—Not more than \$100. Applying to (a).

**Connecticut**—Not more than \$100.

**Delaware**—Not less than \$50 nor more than \$100.

**Idaho**—Failure to produce age and schooling certificate is *prima facie* evidence of illegal employment of child whose certificate is not produced.

Illinois—Not less than \$5 nor more than \$50.  
Kentucky—Not more than \$50 for first offense and not more than \$200 for second offense.  
Maine—Failure to produce age certificate is prima facie evidence that the employment of the child for whom it is demanded, is illegal. Not less than \$25 nor more than \$50.  
Massachusetts—Failure to produce or to have listed age and schooling certificate, shall be prima facie evidence of the illegal employment of any child whose certificate is not produced or name not listed.  
Maryland—Not less than \$5 nor more than \$50 for the first offense and for every day thereafter, after notification by an attendance officer, or inspector, not less than \$5 nor more than \$20. Failure to produce age or schooling certificate shall be prima facie evidence of the illegal employment of the child whose certificate is not produced.  
Minnesota—Not more than \$50, for first offense. Failure to produce age or school certificate shall be prima facie evidence of the illegal employment of the child for whom it is not produced.  
Missouri—Not less than \$10 nor more than \$50 and costs.  
Nebraska—Not more than \$50 and after notification by truant officer, deputy commissioner of labor or member of state board of inspection not less than \$5 nor more than \$20, for each day of employment. Failure to produce employment certificate or list required shall be prima facie evidence of illegal employment of child for whom it is not produced.  
New Hampshire—Not more than \$50 for each offense. Applying to (a).  
New Jersey—\$50 for each offense.  
Rhode Island—Not less than \$10 nor more than \$50.  
Vermont—Not more than \$50.

#### Fines or Imprisonment

California—Not less than \$50 nor more than \$200 or imprisonment of not more than 60 days, or both fine and imprisonment.  
Indiana—Not more than \$50 for first offense and not more than \$100 for second offense to which may be added imprisonment for not more than 10 days, and for third offense fine of not less than \$250 and not more than 30 days' imprisonment in the county jail.  
Iowa—Not more than \$100 or imprisonment for not more than 30 days.  
Louisiana—\$100 for each offense or imprisonment in the parish jail not more than 30 days, or both at discretion of court.  
Michigan—Not less than \$5 nor more than \$100, or imprisonment for not less than 10 days nor more than 90 days, or both at discretion of court.  
Montana—Not less than \$25 nor more than \$500 or imprisonment for not less than 6 months or both.  
New York—Not less than \$20 nor more than \$100 for first offense; for second offense not less than \$50 nor more than \$200 or imprisonment for not more than 30 days, or both such fine and imprisonment; for third offense not less than \$250 or imprisonment for not more than 60 days or both fine and imprisonment.  
Ohio—Not less than \$10 nor more than \$50 or imprisonment for not less than 10 nor more than 30 days.  
Oregon—Not less than \$10 nor more than \$25 for first offense, not less than \$25 nor more than \$50 for second, and imprisonment for not less than 10 nor more than 30 days for each succeeding offense.  
Pennsylvania—Not less than \$25 nor more than \$500, or imprisonment for not less than 10 days nor more than 60 days for each offense.  
Wisconsin—Not less than \$25 nor more than \$100 or imprisonment not more than 30 days.

## **Penalty for Employer of Illiterates Who Do Not Go to Night School**

### **Fines Only**

Colorado—Not less than \$25 and not more than \$100.

Connecticut—Not more than \$50.

Illinois—Not less than \$5 nor more than \$100 and to stand committed until such fines and costs are paid.

Maryland—Not more than \$100 for each offense.

Minnesota—Not less than \$20 nor more than \$50.

Nebraska—Not more than \$50.

New Hampshire—Not more than \$20.

New York—\$50 for each offense.

### **Fines or Imprisonment**

California—Not less than \$50 nor more than \$200, or imprisonment for not more than 60 days, or both fine and imprisonment for each offense.

## **Penalty for Employer for Refusing Entrance to or Obstructing Factory Inspectors or School Authorities**

### **Fines Only**

California—Not less than \$50 nor more than \$200.

Illinois—Not less than \$5 nor more than \$100 for each offense and to stand committed until such fines and costs are paid.

Maine—\$50.

Maryland—Not less than \$50 for each offense.

Missouri—Not less than \$25 nor more than \$100.

New Jersey—\$50 for each offense.

Pennsylvania—Not more than \$500.

Rhode Island—Not more than \$10.

### **Fines or Imprisonment**

Alabama—Not less than \$50 nor more than \$500 for first offense, for subsequent offenses not less than \$500 or imprisonment for one year.

Florida—Not more than \$1000 or imprisonment for not more than 6 months or both.

Indiana—Not more than \$50 for first offense and not more than \$100 for second offense to which may be added imprisonment for not more than 10 days, and for third offense fine of not less than \$250 and not more than 30 days' imprisonment in the county jail.

Iowa—Not more than \$100 or imprisonment in the county jail not exceeding 30 days.

Kentucky—Not more than \$100 or imprisonment not more than 6 months or both fine and imprisonment at discretion of jury.

Michigan—Not less than \$5 nor more than \$100 or imprisonment for not less than 10 nor more than 90 days, or both, at discretion of court.

Nebraska—Not more than \$50 or imprisonment for not more than 30 days.

New York—Not less than \$20 nor more than \$100 for first offense, for second offense not less than \$50 nor more than \$200 or imprisonment for not more than 30 days, or both such fine and imprisonment; for third offense not less than \$250, or imprisonment for not more than 30 days, or both such fine and imprisonment.

Oregon—Not less than \$10 nor more than \$25 for first offense, not less than \$25 nor more than \$50 for second offense, and imprisonment for not less than 10 nor more than 30 days for third and each succeeding offense.

Wisconsin—Not less than \$25 nor more than \$100 or imprisonment not more than 30 days.

**Penalty for Parent for Allowing Child to Be Employed Under Age (a), or Over Time (b)**

**Fines Only**

Alabama—Not less than \$500.

Arkansas—Not more than \$100.

Connecticut—Not more than \$60 and every week of such employment to be a distinct offense.

Georgia—Usual penalty for misdemeanor.

Illinois—Not less than \$5 nor more than \$25 and to stand committed until such fines and costs are paid.

Kentucky—Not more than \$50 for first offense, and not more than \$200 for second offense.

Maine—Not less than \$25 nor more than \$50 for each offense.

Maryland—Not less than \$5 nor more than \$50, and for every day thereafter, after notification by inspector or attendance officer, not less than \$5 nor more than \$20.

Massachusetts—Not more than \$50 for the first offense, and for every day thereafter that employment continues, after notification by a truant officer or by an inspector of factories, fine of not less than \$5 nor more than \$20 for (a); not less than \$50 nor more than \$100 for (b).

Minnesota—Not less than \$20 nor more than \$50 for each offense.

Missouri—Not less than \$10 nor more than \$100.

Nebraska—Not more than \$50 and after notification by truant officer, deputy commissioner of labor or member of state board of inspection not less than \$5 nor more than \$20, for each day of employment.

New Jersey—\$50 for each offense.

Oregon—Not less than \$5 nor more than \$25.

Pennsylvania—Not more than \$500.

Rhode Island—Not more than \$20 for each offense. Applying to (b).

West Virginia—Not less than \$10 nor more than \$20 for each offense. Applying to (a).

**Fines or Imprisonment**

California—Not less than \$50 nor more than \$200 or imprisonment of not more than 60 days, or both, for each offense.

Florida—Not more than \$500 or imprisonment for not more than 90 days or both.

Iowa—Not more than \$100 or imprisonment for not more than 30 days.

Michigan—Not less than \$5 nor more than \$100, or imprisonment for not less than 10 nor more than 90 days or both at discretion of court.

Missouri—Not less than \$10 nor more than \$100, or imprisonment in county jail for not less than 2 nor more than 10 days or both, for each offense. Applying to (a).

South Carolina—Not less than \$10 nor more than \$50, or imprisonment for not more than 30 days, at discretion of court. Applying to (a).

Vermont—Not more than \$50, and for violation after being notified by truant officer not less than \$5 nor more than \$20 for each day of such violation.

Wisconsin—Not less than \$5 nor more than \$25 or imprisonment not more than 30 days.

**Penalty for Parent for Allowing Illiterate Child to Be Employed Without Attending Day or Night School**

**Fines Only**

Maryland—Not more than \$20.

Minnesota—Not less than \$20 nor more than \$50 for each offense.

Nebraska—Not more than \$20.

New Hampshire—Not more than \$20.

**Fines or Imprisonment**

Michigan—Not less than \$5 nor more than \$100, or imprisonment for not less than 10 nor more than 90 days, or both, at discretion of court.

**Penalty for Making Any False Statements in an Age or Schooling Certificate**

**Fines Only**

Alabama—Punishment for perjury.

Arkansas—Not more than \$100.

Connecticut—Not more than \$20.

Georgia—Usual penalty for misdemeanor.

Idaho—Punishment for perjury.

Illinois—Not less than \$3 nor more than \$20 for each offense and to stand committed until such fine and costs are paid.

Maine—\$100.

Massachusetts—Not more than \$50.

Minnesota—Not more than \$50.

Missouri—Not more than \$25.

Nebraska—Not more than \$50.

New Hampshire—Not less than \$20 nor more than \$50 for each offense.

New Jersey—\$50 for each offense.

North Dakota—Not less than \$20 nor more than \$50 and costs.

Oregon—Not less than \$5 nor more than \$50.

South Dakota—Not less than \$10 nor more than \$50.

Vermont—Not more than \$50.

**Fines or Imprisonment**

California—Not less than \$5 nor more than \$50, or imprisonment for not more than 30 days, or both fine and imprisonment.

Florida—Not more than \$500 or imprisonment for not more than 90 days or both.

Iowa—Not more than \$100 or imprisonment for not more than 30 days.

Maryland—Not more than \$50 or imprisonment for not more than 30 days, or both, at discretion of the court.

New York—Not less than \$20 nor more than \$100 for first offense; for second offense, not less than \$50 nor more than \$200, or imprisonment for not more than 30 days, or both; for third offense not less than \$250, or imprisonment of not more than 60 days, or both.

North Carolina—Punishment at the discretion of the court, for misdemeanor.

Pennsylvania—Not less than \$25 nor more than \$500, or imprisonment for not less than 10 nor more than 60 days.

South Carolina—Not less than \$10 nor more than \$50, or imprisonment for not more than 30 days at discretion of the court.

Tennessee—Punishment usual for perjury.

## **2. THE COMPULSORY EDUCATION LAWS**

Almost all of the states having compulsory education laws provide for their enforcement by authorizing the appointment of one or more truant officers in each school district. These officers are usually appointed by the school authorities; they must notify parents of violations of compulsory education laws, and are given police powers for the arrest of truants. Their salaries are usually fixed by the boards appointing them and vary from no compensation to \$2 for each working day.

### **Penalty for Parent for Failure to Send Children to School**

#### **Fines Only**

Connecticut—Not more than \$5, each week's failure to be a distinct offense.

District of Columbia—Not more than \$20.

Idaho—Not less than \$5 nor more than \$25 for the first offense; not less than \$10 nor more than \$50 for the second and each subsequent offense; besides costs.

Illinois—Not less than \$5 nor more than \$20 and costs and to stand committed until paid.

Iowa—Not less than \$3 nor more than \$20 for each offense.

Kansas—Not less than \$5 nor more than \$25.

Maryland—Not more than \$5 for each offense.

Massachusetts—Not more than \$20.

Montana—Not less than \$5 nor more than \$20.

Nebraska—Not less than \$5 nor more than \$25.

Nevada—Not less than \$50 nor more than \$100 for the first offense, not less than \$100 nor more than \$200 for subsequent offenses.

New Hampshire—\$10 for first offense; \$20 for each subsequent offense.

North Dakota—Not less than \$5 nor more than \$20 for the first offense, not less than \$10 nor more than \$50 for subsequent offenses and costs.

Rhode Island—Not more than \$20 for each offense.

South Dakota—Not less than \$10 nor more than \$20 for each offense and to stand committed until fine and costs are paid.

Vermont—Not less than \$5 nor more than \$25.

Washington—Not more than \$25.

West Virginia—\$2 for first offense and \$5 for each subsequent offense.

#### **Fines or Imprisonment**

California—Not more than \$10, or imprisonment for not more than 5 days for first offense, for subsequent offenses, not less than \$10 nor more than \$50, or imprisonment for not less than 5 nor more than 25 days, or both fine and imprisonment.

Colorado—Not less than \$5 or more than \$20, or court may require parent or guardian to give bond of \$100, with sureties to the approval of judge of county court, conditioned that he or she will cause child to attend some recognized school within 5 days after and to remain during term prescribed by law. Upon failure to pay fine or furnish bond, parent or guardian to be imprisoned in the county court not less than 10 days nor more than 30 days.

Delaware—Not more than \$2 on first conviction and not more than \$5 for subsequent conviction, in default of fine, imprisonment not more than 2 days for first conviction, and not more than 5 days for subsequent convictions.

Indiana—Not less than \$5 nor more than \$25 and in discretion of the court, imprisonment in county jail for not less than 2 nor more than 90 days.

Kentucky—Not more than \$25 for the first offense, and for subsequent offenses, not more than \$100 or imprisonment for not more than 50 days or both.

Maine—Not more than \$25 or imprisonment for not more than 30 days.

Michigan—Not less than \$5 nor more than \$50, or imprisonment in county or city jail for not less than 2 nor more than 90 days, or both fine and imprisonment, at discretion of court.

Minnesota—Not more than \$50 or imprisonment for not more than 30 days.

Missouri—Not less than \$10 nor more than \$25, or imprisonment for not less than 2 nor more than 10 days, provided that sentence may be remitted if child is immediately placed and kept in school.

New Jersey—Punishable as a disorderly person.

New Mexico—Not less than \$5 nor more than \$25, or imprisonment for not more than 10 days.

New York—Not more than \$5 for first offense and for each subsequent offense not more than \$50, or imprisonment for not more than 30 days or both fine and imprisonment.

Ohio—Not less than \$5 nor more than \$20, or imprisonment for not less than 10 nor more than 30 days.

Oregon—Not less than \$5 nor more than \$25 or imprisonment not less than 2 nor more than 10 days or both, at discretion of court.

Pennsylvania—Not more than \$2 for first offense and not more than \$5 for each subsequent offense, and in default imprisonment for not more than 2 days for first offense and not more than 5 days for each subsequent offense.

Wisconsin—Not less than \$5, nor more than \$50, or imprisonment not more than 3 months, or both.

Wyoming—Not less than \$5 nor more than \$25 for first offense to which may be added at discretion of court, for subsequent offenses, imprisonment for not more than 90 days.

## WHAT CONSTITUTES EFFECTIVE CHILD LABOR LAWS

Effective legislation dealing with child labor involves many differing elements including the child, the parent, the employer, the officials charged with the duty of enforcing the statutes, and finally the community which enacts laws, provides schools for the children when they are prohibited from working, supports and authorizes officers for the enforcement of the laws, prescribes penalties for their violation, assists dependent families in which the children are below the legal age for work. In the long run, the effectiveness of the law depends upon the conscience of the community as a whole far more than upon the parent and the employer acting together.

With the foregoing reservations and qualifications duly emphasized, the following summaries are believed to outline the substance of the effective legislation which it seems reasonable to try to secure before the close of the year 1910. They deal only with provisions for the child as a child, taking for granted the provisions for fire-escapes, safeguards for machines, toilet facilities and all those things which the child shares with the adult worker.

An effective child labor law rests primarily upon certain definite prohibitions among which are the following:

### LABOR IS PROHIBITED

- (1) for all children under the age of fourteen years,
- (2) for all children under sixteen years of age who do not measure sixty inches and weigh eighty pounds,\*
- (3) for all children under sixteen years of age who cannot read fluently and write legibly simple sentences in the English language, and have not completed the curriculum of the first eight years of the public schools.
- (4) for all children under the age of sixteen years, between the hours of 5 p. m. and 8. a. m., or longer than eight hours in any twenty-four hours, or longer than forty-eight hours in any week.
- (5) for all children under the age of sixteen years in specified occupations dangerous to life, limb, health or morals.

### THE CHILD

Effective legislation requires that before going to work the child satisfy a competent officer appointed for the purpose, that it

- (1) is fourteen years of age, and
- (2) is in good health, and
- (3) measures at least sixty inches and weighs eighty pounds, and
- (4) is able to read fluently and write legibly simple sentences in the English language, and
- (5) has attended school a full school year during the twelve months next preceding going to work.

### THE PARENT

Effective child-labor legislation requires that the parent

- (1) keep the child in school to the age of fourteen years and longer if the child has not completed its required school work, and

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\*This measure is not now specified in any statute though it is implied in the statutes of several states.

- (2) take oath as to the exact age of the child before letting it begin to work, and
- (3) substantiate the oath by producing a transcript of the official record of the birth of the child, or the record of its baptism, or some other religious record of the time of the birth of the child, and must
- (4) produce the record of the child's school attendance, signed by the principal of the school which the child last attended.

#### THE EMPLOYER

Effective child-labor legislation requires that the employer before letting the child begin to work,

- (1) obtain and place on file ready for official inspection papers showing
  - (a) the place and date of birth of the child substantiated by
  - (b) the oath of the parent corroborated by
  - (c) a transcript of the official register of births, or by a transcript of the record of baptism, or other religious record of the birth of the child, and by
  - (d) the school record signed by the principal of the school which the child last attended, and by
  - (e) the statement of the officer of the Board of Education or the Board of Health designated for the purpose, that he has approved the papers and examined the child.
- (2) After permitting the child to begin to work, the employer is required to produce the foregoing papers on demand of the school-attendance officer, the health officer and the factory inspectors.
- (3) In case the child cease to work, the employer must restore to the child the papers enumerated above.
- (4) During the time that the child is at work, the employer must provide suitable seats, and permit their use so far as the nature of the work allows; and must
- (5) post and keep posted in a conspicuous place, the hours for beginning work in the morning, and for stopping work in the middle of the day; the hours for resuming work and for stopping at the close of the day; and all work done at any time not specified in such posted notice constitutes a violation of the law. The total number of hours must not exceed eight in any one day or forty-eight in one week.

#### THE OFFICIALS

Effective legislation for the protection of children requires that the officials entrusted with the duty of enforcing it

- (1) give their whole time, not less than eight hours of every working day, to the performance of their duties, making night inspections whenever this may be necessary to insure that children are not working during the prohibited hours; and
- (2) treat all employers alike, irrespective of political considerations, of race, religion or power in a community;
- (3) prosecute all violations of the law;
- (4) publish annual reports full, clear and printed promptly for general use and as a basis for legislation. The quarterly bulletin issued by some states is a valuable register of efficiency and means of education for the public.

#### THE SCHOOL

The best child labor law is a compulsory education law covering forty weeks of the year and requiring the consecutive attendance of all the children to the age of fourteen years, and until sixteen years, unless they have meanwhile completed

a specified portion of the curriculum, as preferably eight years. It is never certain that children are not at work, if they are out of school. In order to keep the children, however, it is not enough to compel attendance—the schools must be modified and adapted to the needs of the recent immigrants in the North and of the poor whites in the South, affording instruction which appeals to the parents as worth having, in lieu of the wages which the children are forbidden to earn, and appeals to the children as interesting and attractive. No child labor legislation can be regarded as effective which does not deal with these facts.

The vacation school and camp promise reinforcement of the child labor laws, which are now seriously weakened by the fact that the long vacation leaves idle upon the streets children whom employers covet by reason of the low price of their labor, while parents, greedy for the children's earnings and anxious lest the children suffer from the life of the streets, eagerly seek work for them. Nothing could be worse for the physique of the school child than being compelled to work during the summer; and the development of the vacation school and vacation camp alone seems to promise a satisfactory solution of the problem of the vacation of the city child of the working class.

#### THE COMMUNITY

Effective child labor legislation places upon the community many duties, among which are

- (1) maintaining officials—men and women—school-attendance officers, health officers, and factory inspectors, all of whom need
  - (a) salary and traveling expenses,
  - (b) access at all reasonable times to the places where children are employed,
  - (c) power to prosecute all violations of the statutes affecting working children,
  - (d) tenure of office so effectively assured that they need not fear removal from office in consequence of prosecuting powerful offenders;
- (2) imposing penalties so reasonable in relation to the nature of the offense and the ability of the offender as to appeal to the sense of justice of officers concerned and make the work of enforcement not unduly difficult;
- (3) maintaining schools in which to educate the children who are prohibited from working;
- (4) maintaining vital statistics, especially birth records, such that the real age of native children may be readily ascertained;
- (5) maintaining provision for the adequate relief of dependent families in which the children are not yet of legal age for beginning work.

More important, however, than the enactment of the foregoing provisions is the maintenance in the community of a persistent, lively interest in the enforcement of the child labor statutes. Without such interest, judges do not enforce penalties against offending parents and employers; inspectors become discouraged and demoralized; or faithful officers are removed because they have no organized backing, while some group of powerful industries clamors that the law is injuring its interest. Well-meaning employers grow careless, infractions become the rule, and workingmen form the habit of thinking that laws inimical to their interest are enforced, while those framed in their interest are broken with impunity.

Upon parents there presses incessant poverty, urging them to seek opportunities for wage-earning, even for the youngest children; and upon the employers presses incessant competition, urging them to reduce the pay-roll by all means, fair and foul. No law enforces itself; and no officials can enforce a law which depends upon them alone. It is only when they are consciously the agents of the will of the people that they can make the law really protect the children effectively.

## A STANDARD CHILD LABOR LAW

The best provisions of the law of Illinois, Massachusetts, New York, Ohio and Wisconsin have been included in the Standard Child Labor Law which follows:

### BE IT ENACTED, ETC., AS FOLLOWS:

**Compiled from New York Factory and Mercantile Establishments Laws and Ohio Law.** Sec. 1. No child under fourteen years of age shall be employed, permitted or suffered to work in, or in connection with, any factory, workshop, mercantile establishment, store, business office, telegraph or telephone office, restaurant, bakery, hotel, apartment house or in the distribution or transmission of merchandise or messages. It shall be unlawful for any person, firm or corporation to employ any child under fourteen years of age in any business or service whatever, during any part of the term during which the public schools of the district in which the child resides are in session.

**New York Compulsory Education Law, Sec. 5.** Sec. 2 No child between fourteen and sixteen years of age shall be employed, permitted or suffered to work in any factory, workshop or mercantile establishment unless the person or corporation employing him procures and keeps on file and accessible to the truant officers of the town or city, and to the inspectors of factories, an employment certificate as hereinafter prescribed, and keeps two complete lists of all such children employed therein, one on file and one conspicuously posted near the principal entrance of the building in which such children are employed.

**Compiled from Massachusetts Law and New York Factory Law.** On termination of the employment of a child so registered, and whose certificate is so filed, such certificate shall be forthwith surrendered by the employer to the child or its parent or guardian or custodian. The inspector of factories may make demand on an employer in whose factory a child apparently under the age of sixteen years is employed or permitted or suffered to work, and whose employment certificate is not then filed as required by this article, that such employer shall either furnish him within ten days, evidence satisfactory to him that such child is in fact over sixteen years of age, or shall cease to employ or permit or suffer such child to work in such factory. The inspector of factories may require from such employer the same evidence of age of such child as is required on the issuance of an employment certificate; and the employer furnishing such evidence shall not be required to furnish any further evidence of the age of the child. In case such employer shall fail to produce and deliver to the inspector of factories *within* ten days after such demand such evidence of age herein required by him, and shall thereafter continue to employ such child or permit or suffer such child to work in such factory, proof of the giving of such notice and of such failure to produce and file such evidence shall be *prima facie* evidence in any prosecution brought for a violation of this article that such child is under sixteen years of age and is unlawfully employed.

**Massachusetts Law.** Sec. 3. An employment certificate shall be approved only by the superintendent of schools or by a person authorized by him in writing, or, where there is no superintendent of schools, by a person authorized by the school committee; provided that no member of a school committee or other person authorized as aforesaid shall have authority to approve such certificate for any child then in or about to enter his own employment, or the employment of a firm or corporation of which he is a member, officer or employee.

Sec. 4. The person authorized to issue employment certificate shall not issue such certificate until he has received, examined, approved and filed the following papers duly executed: (1) The school record of such child properly filled out and signed as provided in this article. (2) A passport or duly attested transcript of the certificate of birth or baptism or other religious record, showing the date and place of birth of such child. A duly attested transcript of the birth certificate filed according to law with a registrar of vital statistics, or other officer charged with the duty of recording births, shall be conclusive evidence of the age of such child. (3) The affidavit of the parent or guardian or custodian of a child, which shall be required, however, only in case such last mentioned transcript of the certificate of birth be not produced and filed, showing the place and date of birth of such child; which affidavit must be taken before the officer issuing the employment certificate, who is hereby authorized and required to administer such oath, and who shall not demand or receive a fee therefor. Such employment certificate shall not be issued until such child further has personally appeared before and been examined by the officer issuing the certificate, and until such officer shall, after making such examination, sign and file in his office a statement that the child can read and legibly write simple sentences in the English language and that in his opinion the child is fourteen years of age or upwards and has reached the normal development of a child of its age, and is in sound health and is physically able to perform the work which it intends to do. In doubtful cases such physical fitness shall be determined by a medical officer of the board or department of health. Every such employment certificate shall be signed, in the presence of the officer issuing the same, by the child in whose name it is issued.

Sec. 5. Such certificate shall state the date and place of birth of the child, and describe the color of the hair and eyes, the height and weight and any distinguishing facial marks of such child, and that the papers required by the preceding section have been duly examined, approved and filed and that the child named in such certificate has appeared before the officer signing the certificate and been examined.

Sec. 6. The school record required by this article shall be signed by the principal or chief executive officer of the school which such child has attended and shall be furnished, on demand, to a child entitled thereto. It shall contain a statement certifying that the child has regularly attended the public schools or schools equivalent thereto or parochial schools for not less than one hundred and sixty days during the school year previous to his arriving at the age of fourteen years or during the year previous to applying for such school record and is able to read and write simple sentences in the English language, and has received during such period instruction in reading, spelling, writing, English grammar and geography and is familiar with the fundamental operations of arithmetic up to and including fractions. Such school record shall also give the age and residence of the child as shown on the records of the school and the name of its parent or guardian or custodian.

Sec. 7. The local board of education or the school committee of a city, village or town, shall transmit, between the first and tenth day of each month, to the office of the factory inspector, a list of the names of the children to whom certificates have been issued.

Sec. 8. No boy under the age of sixteen years and no girl under the age of eighteen years shall be employed, suffered or permitted to work at any gainful occupation more than forty-eight hours in any one week, nor more than eight hours in any one day; or before the hour of seven o'clock in the morning or after the hour of five o'clock in the evening.

Any child working in or in connection with any of the aforesaid

establishments, or in the distribution or transmission of merchandise or messages, who refuses to give to the inspector his or her name, age and place of residence, shall be forthwith conducted by the inspector to the office of the judge of the juvenile or probate court for examination. Every employer shall post in a conspicuous place in every room where such minors are employed a printed notice stating the hours required of them each day of the week, the hours of commencing and stopping work and the hours when the time or times allowed for dinner or for other meals begin and end. The printed form of such notice shall be furnished by the State Inspector of Factories, and the employment of any minor for longer time in any day so stated shall be deemed a violation of this section.

Compiled from Massachusetts Law.

Sec. 9. Whoever employs a child under sixteen years of age, and who ever having under his control a child under such age permits such child to be employed in violation of sections one, two, or eight of this act, shall, for such offense, be fined not more than fifty dollars; and whoever continues to employ any child in violation of either of said sections of this act after being notified by a truant officer or an inspector of factories thereof, shall for every day thereafter that such employment continues, be fined not less than five nor more than twenty dollars. A failure to produce to a truant officer or inspector of factories any employment certificate or list required by this act shall be prima facie evidence of the illegal employment of any person whose employment certificate is not produced or whose name is not so listed. Any corporation or employer retaining employment certificates in violation of section five of this act shall be fined ten dollars. Every person authorized to sign the certificate prescribed by section five of this act who knowingly certifies to any materially false statement therein shall be fined not more than fifty dollars.

Failure to Produce Certificate.

Sec. 10. Truant officers may visit the factories, workshops and mercantile establishments in their several towns and cities and ascertain whether any minors are employed therein contrary to the provisions of this act, and they shall report any cases of such illegal employment to the school committee and to the inspector of factories. Inspectors of factories and truant officers may require that the employment certificates and lists provided for in this act, of minors employed in such factories, workshops or mercantile establishments, shall be produced for their inspection. Complaints for offenses under this act shall be brought by inspectors of factories.

Truant Officers to Inspect Work Places.

Compiled from Ohio and Wisconsin Laws.

Sec. 11. No child under the age of sixteen years shall be employed, permitted or suffered to work at any of the following occupations: Sewing machine belts, in any workshop or factory or assisting in sewing machine belts in any workshop or factory in any capacity whatever; Years of Age adjusting any belt to any machinery; oiling, or assisting in oiling, wiping or cleaning machinery; operating, or assisting in operating, circular or band saws, wood-shapers, wood-jointers, planers, sand-paper or wood-polishing machinery; picker machine, or machines used in picking wool, cotton, hair or any upholstering material; paper-lacing machines, leather-burnishing machines, burnishing machines in any tannery or leather manufactory; job or cylinder printing presses operated by power other than foot; emery or polishing wheels used for polishing metal; wood-turning or boring machinery; stamping machines used in sheet metal and tinware manufacturing; stamping machines in washer and nut factories; corrugating rolls, such as are used in roofing and washboard factories; steam boilers, steam machinery, or other steam generating apparatus; dough brakes or cracker machinery of any description; wire or iron straightening machinery; rolling mill machinery, punches or shears; washing, grinding or mixing mills; calender rolls in rubber manufacturing; laundering machinery; passenger or freight elevators; nor in any

Employments ForbIDDEN Children Under 16 Years of Age

capacity in preparing any composition in which dangerous or poisonous acids are used; manufacture of paints, colors or white lead; dipping, dyeing or packing matches; manufacturing, packing, or storing powder, dynamite, nitro-glycerine, compounds, fuses or other explosives; manufacture of goods for immoral purposes; nor in any tobacco warehouse, cigar or other factory where tobacco is manufactured or prepared; nor as pin-boys in bowling alleys; nor in or about any distillery, brewery, or any other establishment where malt or alcoholic liquors are manufactured, packed, wrapped or bottled; nor in any hotel, theater, concert hall, drug store, saloon, or place of amusement wherein intoxicating liquors are sold; nor in any other employment that may be considered dangerous to their lives and limbs, or where their health may be injured or morals depraved; nor shall females under the age of sixteen years be employed in any capacity where such employment compels them to remain standing constantly.

#### **AN ACT TO PROVIDE FOR THE PUNISHMENT OF PERSONS RESPONSIBLE FOR OR CONTRIBUTING TO THE DELINQUENCY OF CHILDREN**

This valuable law, known as the Adult Delinquency Law, is of particular importance for children working in street trades, for messengers and delivery boys and children whose work may bring them into immoral or dangerous surroundings. Under its provisions, for example, the saloonkeeper who sells liquors to a minor as well as the parent or employer who sends the child to a saloon, are liable as contributors to his guilt.

Section I. In all cases where any child shall be a delinquent child or a juvenile delinquent person, as defined by the statute of this state, the parent or parents, legal guardian, or person having the custody of such child, or any other person, responsible for, or by any act encouraging, causing or contributing to the delinquency of such child, shall be guilty of a misdemeanor, and upon trial and conviction thereof shall be fined in a sum not to exceed one thousand dollars (\$1,000), or imprisoned in the county jail for a period not exceeding one (1) year, or by both such fine and imprisonment. The court may impose conditions upon any person found guilty under this act, and so long as such person shall comply therewith to the satisfaction of the court the sentence imposed may be suspended.

## NEWSBOY LAW

Various cities throughout the country—such as Hartford, Conn., Portland, Me., Detroit, Mich., etc.—have ordinances regarding the work of children in street trades, but none of them appear so worded or so enforced as to be of any value. Massachusetts and New York alone have state laws regulating the work of newsboys, which are at least capable of enforcement.

The dangers of street trades for young boys have been ignored until within the last few years. Among the physical and moral injuries which these trades entail if unregulated, the worst are: 1. Irregularity of sleep and meals; 2. Encouragement to truancy and defiance of parental control; 3. Nightwork; 4. Introduction to many vices on the street.

In every city these conditions prevail unchecked, to a greater or less degree. In the absence of a more effective law, the Newsboy Law of New York is printed in full, with a brief statement of the provisions in which it is excelled by the Massachusetts law. As the act of selling on the streets out of school hours, is a privilege which should be granted to school boys in good standing, the enforcement of the law should necessarily be entrusted to the school authorities.

### LAWS OF NEW YORK

AN ACT to amend the labor law relating to children working in streets and public places in cities of the first class and second.

Became a law, July 16, 1907, with the approval of the Governor.

§ 174. Prohibited employment of children in street trades.—No male child under ten, and no girl under sixteen years of age shall, in any city of the first or second class, sell or expose or offer for sale newspapers, magazines or periodicals in any street or public place.

§ 175. Permit and badge for newsboys, how issued.—No male child under fourteen years of age shall sell or expose or offer for sale said articles unless a permit and badge as hereinafter provided shall have been issued to him by the district superintendent of the board of education of the city and school district where said child resides, or by such other officer thereof as may be officially designated by such board for that purpose, on the application of the parent, guardian or other person having the custody of the child desiring such permit and badge, or in case said child has no parent, guardian or custodian, then on the application of his next friend, being an adult. Such permit and badge shall not be issued until the officer issuing the same shall have received, examined, approved and placed on file in his office satisfactory proof that such male child is of the age of ten years or upwards, and shall also have received, examined and placed on file the written statement of the principal or chief executive officer of the school which the child is attending, stating that such child is an attendant at such school, that he is of the normal development of a child of his age and physically fit for such employment, and that said principal or chief executive officer approves the granting of a permit and badge to such child. No such permit or badge shall be valid for any purpose except during the period in which such proof and written statement shall remain on file, nor shall such permit or badge be authority beyond the period fixed therein for its duration. After having received, examined, and placed on file such papers the officer shall issue to the child a permit and badge. Principals or chief executive officers of schools in which children under fourteen years are pupils shall keep complete lists of all children in their schools to whom a permit and badge as herein provided have been granted.

§ 176. Contents of permit and badge.—Such permit shall state the date and place of birth of the child, the name and address of its parent, guardian, custodian or next friend as the case may be, and describe the color of hair and eyes, the height and weight and any distinguishing facial mark of such child, and shall further state that the papers required by the preceding section have been duly examined and filed; and that the child named in such permit has appeared before

the officer issuing the permit. The badge furnished by the officer issuing the permit shall bear on its face a number corresponding to the number of the permit, and the name of the child. Every such permit, and every such badge on its reverse side, shall be signed in the presence of the officer issuing the same by the child in whose name it is issued.

**§ 177. Regulations concerning badge and permit.**—The badge provided for herein shall be worn conspicuously at all times by such child while so working; and all such permits and badges shall expire annually on the first day of January. The color of the badge shall be changed each year. No child to whom such permit and badge are issued shall transfer the same to any other person nor be engaged in any city of the first or second class as a newsboy, or shall sell or expose or offer for sale newspapers, magazines or periodicals in any street or public place without having conspicuously upon his person such badge, and he shall exhibit the same upon demand at any time to any police, or attendance officer.

**§ 178. Limit of hours.**—No child to whom a permit and badge are issued as provided for in the preceding sections shall sell or expose or offer for sale any newspapers, magazines or periodicals after ten o'clock in the evening, or before six o'clock in the morning.

**§ 179. Enforcement of article.**—In cities of the first or second class, police officers, and the regular attendance officers appointed by the board of education who are hereby vested with the powers of peace officers for the purpose, shall enforce the provisions of this article.

**§ 179-a. Violation of this article, how punished.**—Any child who shall work in any city of the first or second class in any street or public place as a newsboy or who shall sell or expose or offer for sale newspapers, magazines or periodicals in violation of the provisions of this article, shall be arrested and brought before a court or magistrate having jurisdiction to commit a child to an incorporated charitable reformatory or other institution and be dealt with according to law; and if any such child is committed to an institution, it shall, when practicable, be committed to an institution governed by persons of the same religious faith as the parents of such child. The permit and badge of any child who violates the provisions of this article may be revoked by the officer issuing the same, upon the recommendation of the principal or chief executive officer of the school which such child is attending, or upon the complaint of any police officer or attendance officer, and such child shall surrender the permit and badge so revoked upon the demand of any attendance officer or police officer charged with the duty of enforcing the provisions of this article. The refusal of any child to surrender such permit and badge, upon such demand, or the sale or offering for sale of newspapers, magazines or periodicals in any street or public place by any child after notice of the revocation of such permit and badge shall be deemed a violation of this article and shall subject the child to the penalties provided for in this section.

**§ 2.** Nothing in this act shall be deemed or construed to repeal, amend, modify, impair or in any manner affect any provision of the penal code or the code of criminal procedure.

**§ 3.** This act shall take effect October first, nineteen hundred and seven.

#### **ADDITIONAL PROVISIONS IN FORCE IN MASSACHUSETTS**

The following provisions of the Massachusetts law excel the New York law and should be incorporated in any statute hereafter adopted:

No child shall work as a bootblack unless he is over ten years of age; and he shall not sell any other article except newspapers, unless he is over twelve years of age.

Every permit shall be issued on the condition that the holder thereof shall, so long as he continues under the age of fourteen years, attend, during every session thereof, one of the public schools, or some regularly established school in the city of Boston, approved by the committee on licenses of said city.

Any minor who violates any of said terms will be deprived of his permit and badge, and be fined.

## A BILL TO PREVENT THE EMPLOYMENT OF CHILDREN IN FACTORIES OR MINES

This bill, known as the Beveridge Child Labor Bill, marks the first attempt to cope with child labor throughout the country by the Federal Government. It is meant to fill the urgent need for uniformity of child labor laws in all the states, a uniformity hitherto not even approximated by separate efforts of the individual states as this Handbook illustrates. This bill, if enacted into law, will set a minimum standard below which the nation does not permit any of the states to fall.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That six months from and after the passage of this act no carrier of interstate commerce shall transport or accept for transportation the products of any factory or mine in which children under fourteen years of age are employed or permitted to work, which products are offered to said interstate carrier by the firm, person, or corporation owning or operating said factory or mine, or any officer or agent or servant thereof, for transportation into any other state or territory than the one in which said factory is located.

Sec. 2. That no carrier of interstate commerce shall transport or accept for transportation the products of any factory or mine offered it for transportation by any person, firm, or corporation which owns or operates such factory or mine, or any officer, agent, or servant of such person, firm, or corporation, until the president or secretary or general manager of such corporation or a member of such firm or the person owning or operating such factory or mine shall file with said carrier an affidavit to the effect that children under fourteen years of age are not employed in such factory or mine.

Sec. 3. That the form of said affidavit shall be prescribed by the Secretary of the Department of Commerce and Labor. After the first affidavit is filed a like affidavit shall be filed, on or before July first and on or before December thirty-first of each year, with the interstate carrier to which such factory or mine offers its products for transportation; and after the first affidavit subsequent affidavits shall also state that no children under fourteen years of age are employed or permitted to work in said factory or mine or have been employed or permitted to work in said factory or mine at any time during the preceding six months.

Sec. 4. That any officer or agent of a carrier of interstate commerce who is a party to any violation of this act or who knowingly violates any of the provisions of this act shall be punished for each offense by a fine of not more than ten thousand dollars nor less than one thousand dollars or by imprisonment for not more than six months nor less than one month or by both said fine and imprisonment, in the discretion of the court. Any person by this act required to file the affidavit herein provided for who fails or refuses to file such affidavit or who shall make a false statement in said affidavit, shall be punished by a fine not exceeding twenty thousand dollars nor less than five thousand dollars or by imprisonment not exceeding one year nor less than three months, or by both said fine and imprisonment, in the discretion of the court.

## A BILL TO REGULATE THE EMPLOYMENT OF CHILD LABOR IN THE DISTRICT OF COLUMBIA

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That no child under fourteen years of age shall be employed, permitted, or suffered to work in the District of Columbia in any factory, workshop, mercantile establishment, store, business office, telegraph office, restaurant, hotel, apartment house, theatre, bowling alley, or in the distribution or transmission of merchandise or messages. No such child shall be employed in any work performed for wages or other compensation, to whomsoever payable, during the hours when the public schools of the District of Columbia are in session, nor before the hour of six o'clock in the morning or after the hour of seven o'clock in the evening.

Sec. 2. That no child under sixteen years of age shall be employed, permitted, or suffered to work in the District of Columbia in any of the establishments named in section one unless the person or corporation employing him procures and keeps on file and accessible to the inspectors authorized by this act and the truant officers of the District of Columbia an age and schooling certificate, and keeps two complete lists of all such children employed therein, one on file and one conspicuously posted near the principal entrance of the building in which such children are employed.

Sec. 3. That an age and schooling certificate shall be approved only by the superintendent of public schools, or by a person authorized by him in writing, who shall have authority to administer the oath provided for therein, but no fee shall be charged therefor.

Sec. 4. That an age and schooling certificate shall not be approved unless satisfactory evidence is furnished by duly attested transcript of the certificate of birth or baptism of such child, or other religious record, or the register of birth or the affidavit of the parent or guardian or custodian of a child, which affidavit shall be required, however, only in case such last-mentioned transcript of the certificate of birth be not procured and filed, showing the place and date of birth of such child, which affidavit must be taken before the officer issuing the employment certificate, who is hereby authorized and required to administer such oath, and who shall not demand or receive a fee therefor.

Sec. 5. That the age and schooling certificate of a child under sixteen years of age shall be in the following form:

### AGE AND SCHOOLING CERTIFICATE

This certifies that I am the (father, mother, guardian, or custodian) of (name of child).....and that (he or she) was born at (name of town or city).....in the county of (name of county, if known).....and State (or country) of .....on the (day and year of birth).....and is now (number of years and months).....old.

(Signature of father, mother, guardian, or custodian).

(Date)

There personally appeared before me the above-named (name of person signing).....and made oath that the foregoing certificate by (him or her) signed is true to the best of (his or her) knowledge and belief. I hereby approve the foregoing certificate of (name of child).....; height (feet and inches).....; eyes (color).....; complexion(fair or dark).....; hair (color)....., having no sufficient reason to doubt that (he or she) is of the age therein certified. I hereby certify that (he or she) can read at sight and can write legibly simple sentences in the English language, and that (he or she) has reached the normal development of a child of (his or her) age, and is in sound health and is physically able to perform the work which (he or she) intends to do, and that (he or she) has regularly attended the public schools, or a school equivalent thereto, for not less than one hundred and thirty days during the school year previous to arriving at the age

of fourteen years, or during the year previous to applying for such school record, and has received during such period instruction in reading, spelling, writing, English grammar, and geography, and is familiar with the fundamental operations of arithmetic, to and including fractions.

This certificate belongs to (name of child in whose behalf it is drawn) ..... , and is to be surrendered to (him or her) whenever (he or she) leaves the services of the corporation or employer holding the same; but if not claimed by said child within thirty days from such time, it shall be returned to the superintendent of schools.

(Signature of person authorized to approve and sign, with official character or authority.)

(Date)

A duplicate of each age and schooling certificate shall be filled out and kept on file by the superintendent of public schools. Any explanatory matter may be printed with such certificate, in the discretion of said superintendent.

Sec. 6. That whoever employs a child under sixteen years of age, and who ever, having under his control a child under such age, permits such child to be employed in violation of sections one, two, eight, or nine of this act shall, for such offense, be fined not more than fifty dollars; and whoever continues to employ any child in violation of any of said sections of this act, after being notified by an inspector authorized by this act or a truant officer of the District of Columbia, shall for every day thereafter that such employment continues be fined not less than five dollars nor more than twenty dollars. A failure to produce to an inspector authorized by this act or a truant officer of the District of Columbia any age or schooling certificate or list required by this act shall be prima facie evidence of illegal employment of any person whose age and schooling certificate is not produced or whose name is not listed. Any corporation or employer retaining any age and schooling certificate in violation of section five of this act shall be fined ten dollars. Every person authorized to sign the certificate prescribed by section five of this act who knowingly certifies to any materially false statement therein shall be fined not more than fifty dollars.

Sec. 7. That inspectors authorized by this act and the truant officers of the District of Columbia may visit the establishments named in section one and ascertain whether any minors are employed therein contrary to the provisions of this act, and they shall report any cases of such illegal employment to the superintendent of public schools and the corporation counsel of the District of Columbia. Inspectors authorized by this act and the truant officers of the District of Columbia may require that the age and schooling certificates and lists provided for in this act of minors employed in the establishments named in section one shall be produced for their inspection.

Sec. 8. That no minor under sixteen years of age shall be employed, permitted, or suffered to work in any of the establishments named in section one more than eight hours in any one day, or before the hour of six o'clock ante-meridian or after the hour of seven o'clock post-meridian, and in no case shall the number of hours exceed forty-eight in a week.

Sec. 9. That every employer shall post in a conspicuous place in every room where such persons are employed a printed notice, stating the number of hours required of them on each day of the week, the hours of commencing and stopping work, and the hours when the time or times allowed for dinner or for other meals begin and end. The printed form of such notice shall be furnished by the inspectors authorized by this act and the truant officers of the District of Columbia, and the employment of any such person for a longer time in any day than that so stated shall be deemed a violation of this section.

Sec. 10. That the Commissioners of the District of Columbia are hereby authorized to appoint two inspectors to carry out the purposes of this act, at a compensation not exceeding one thousand two hundred dollars each per annum.

Sec. 11. That the juvenile court of the District of Columbia is hereby given jurisdiction in all cases arising under this Act.

## UNITED STATES CENSUS, 1900

(Population, Vol. II, Part II, Table 65—p. 422.)

The following tables exhibit the actual numbers, not percentages, of illiterate children between the ages of ten and fourteen years in each state in 1900. In the official table the states are arranged alphabetically, and this is here reproduced in the left column.

For readier comparison the writer has compiled an additional table identical with that except that, instead of the alphabetical arrangement, the states are placed in the order of the literacy of the children, those states being grouped at the bottom of the scale which have the largest number of illiterate children, and those at the top which have the least number of illiterate children of the age under consideration. For greater convenience, the table is divided by horizontal lines into four groups of thirteen states each.

### ILLITERATE CHILDREN 10 TO 14 YEARS IN EACH STATE.

Alabama.....	66,072	1. Wyoming.....	72
Alaska.....	1,903	2. Oregon.....	175
Arizona.....	2,592	3. Idaho.....	209
Arkansas.....	26,072	4. Utah.....	220
California.....	1,279	5. Nevada.....	275
Colorado.....	742	6. Vermont.....	287
Connecticut.....	436	7. Washington.....	340
Delaware.....	845	8. Montana.....	374
District of Columbia.....	308	9. Hawaii.....	394
Florida.....	8,380	10. District of Columbia.....	308
Georgia.....	63,320	11. Nebraska.....	412
Hawaii.....	304	12. Connecticut.....	436
Idaho.....	200	13. South Dakota.....	472
Illinois.....	4,044	14. New Hampshire.....	557
Indiana.....	1,454	15. Rhode Island.....	601
Indian Territory.....	12,172	16. Colorado.....	743
Iowa.....	882	17. North Dakota.....	836
Kansas.....	878	18. Delaware.....	845
Kentucky.....	21,247	19. Kansas.....	878
Louisiana.....	55,691	20. Iowa.....	883
Maine.....	1,255	21. Maine.....	1,255
Maryland.....	5,850	22. California.....	1,279
Massachusetts.....	1,547	23. Oklahoma.....	1,295
Michigan.....	1,744	24. Minnesota.....	1,305
Minnesota.....	1,365	25. Indiana.....	1,453
Mississippi.....	44,334	26. Massachusetts.....	1,547
Missouri.....	11,660	27. Wisconsin.....	1,688
Montana.....	374	28. Michigan.....	1,744
Nebraska.....	412	29. Alaska.....	1,903
Nevada.....	275	30. Ohio.....	2,048
New Hampshire.....	557	31. New Jersey.....	2,060
New Jersey.....	2,060	32. Arizona.....	2,592
New Mexico.....	4,354	33. Illinois.....	2,044
New York.....	4,740	34. New Mexico.....	4,354
North Carolina.....	51,100	35. New York.....	4,740
North Dakota.....	836	36. West Virginia.....	5,810
Ohio.....	2,048	37. Maryland.....	5,850
Oklahoma.....	1,295	38. Pennsylvania.....	6,326
Oregon.....	175	39. Florida.....	8,380
Pennsylvania.....	6,326	40. Missouri.....	11,660
Rhode Island.....	601	41. Indian Territory.....	12,172
South Carolina.....	51,530	42. Kentucky.....	21,247
South Dakota.....	472	43. Arkansas.....	26,072
Tennessee.....	36,375	44. Virginia.....	34,612
Texas.....	35,402	45. Texas.....	35,401
Utah.....	220	46. Tennessee.....	36,375
Vermont.....	287	47. Mississippi.....	44,334
Virginia.....	34,612	48. North Carolina.....	51,100
Washington.....	340	49. South Carolina.....	51,536
West Virginia.....	5,810	50. Louisiana.....	55,601
Wisconsin.....	1,688	51. Georgia.....	63,320
Wyoming.....	72	52. Alabama.....	66,072
The United States.....	579,047	The United States.....	579,947